Human Cognitive Abilities: The Structure and Predictive Power of Group Factors

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Dedication

This dissertation is dedicated to my wife Karin, and my parents Jack and Shelly.

Abstract

Cognitive abilities are some of the most powerful and venerable individual differences in I-O psychology. This dissertation presents comprehensive meta-analyses for two domains of research: patterns of inter-correlation between cognitive abilities, and relationships between cognitive abilities and job performance criteria. The final meta-analytic database used to address these questions consists of 2,356 independent samples from 1,030 separate studies (total N = 2,978,554). All told, more than 8,000 individual meta-analyses were performed for this project.

The first study in this dissertation meta-analyzes the literature on cognitive ability inter-correlations. To the author's knowledge, this is the first study to attempt a meta-analysis of this literature writ large. Results from this study provide support for a newly-developed compendium that links ability *factors* to ability *tests* (Stanek & Ones, 2017). This compendium may alleviate problems in the literature associated with idiosyncratic classification of tests, thereby contributing to development of cumulative science. Results from this study also generally conform with predictions derived from the CHC model (e.g., fluid ability, crystallized ability, processing speed, etc.). Some notable exceptions occur for factors capturing long-term memory, math knowledge, and visual processing. Finally, results from this first study do not indicate meaningful change in how differentiated non-*g* abilities become across the lifespan.

The second purpose of this dissertation is to provide a comprehensive meta-analytic update to the literature linking cognitive ability tests to job performance criteria. Within the scientific literature Schmidt et al.'s (2008) validity estimates are frequently

cited to justify the importance of *g* (e.g., Gonzalez-Mule et al., 2014; O'Boyle et al., 2011; Bosco et al., 2015). Most studies contributing to Schmidt et al. (2008) were conducted as part of the GATB validation initiative, prior to the 1980s. Although subsequent meta-analytic studies have been conducted in this domain with other tests, these newer studies have been smaller in scope and the total number of samples contributing to meta-analytic estimates rarely falls above 20-50. This may explain why no other study has yet to seriously re-estimate the Schmidt et al. (2008) and Hunter (1986) results, establishing a more contemporary gold standard for effect size estimates. Likewise, meta-analytic studies linking cognitive abilities besides *g* to job performance criteria suffer from idiosyncratic assignment of tests to ability factors. As a result, construct validity is questionable. Meta-analyses also often confound task performance and overall performance when classifying criteria. By presenting a comprehensive meta-analytic update to this literature, sorting cognitive tests using the Stanek-Ones (2017) compendium, and classifying criteria into factors contained in modern performance taxonomies with the help of an SME in this domain, these potential weaknesses of the current research literature are addressed.

One major finding from this study is a moderate reduction in validity estimates for *g* (roughly 15%) when Schmidt et al. (2008) is updated to include studies outside the GATB database, although validities remain at useful levels for personnel selection. Another important finding is that fluid ability and crystallized abilities do not evince different levels of validity, contrary to findings reported by Postlethwaite (2011). Finally, the GATB database upon which Schmidt et al. (2008) base their estimates appears to

confound task performance and overall job performance. When estimating validity separately for each performance factor, validities are larger for task performance. The difference in validities is reduced if sample type (USES vs. non-USES

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Chapter I

The Scientific Study of Human Cognitive Abilities

"There are many valued human traits…besides g, but none seems to affect individuals' life chances so systematically and so powerfully in modern life as does g. To the extent that one is concerned about inequality in life chances, one must be concerned about differences in g."

Linda S. Gottfredson (1997, pp. 120-121)

In 1904, the French ministry of education established a commission to determine objective methods for diagnosing intellectual disability in school-aged children (Wasserman, 2012). In response to this governmental edict, two scientists—Alfred Binet and Theodore Simon—devised a series of tests to indicate where a child's level of intellectual development stood relative to her peers. Children were asked to perform relatively simple cognitive operations such as naming common objects, counting to 13, and copying pictorial designs from memory. Based on normative data gathered from samples of intellectually able children, each item was assigned a difficulty score that corresponded to the age at which 75% of children achieved correct responses. A child's "mental age" was then estimated to be equivalent to the highest difficulty of items that could be answered correctly. These tests proved successful at distinguishing between developmentally disabled and normal children (Carroll, 1993). This achievement, along

with Spearman's discovery of a general factor permeating performance on intellectual tasks (Spearman, 1904), heralded the dawn of modern intellectual testing.

Standardized tests of intellectual abilities would quickly find their way across the Atlantic. A revised, English language version of the Binet-Simon test soon emerged from the psychological laboratories at Stanford University (Terman, 1916). At around this same time the United States military successfully employed a separate intelligence test to determine whether draftees would be able to manage the learning requirements of military training (Cattell, 1943; Wasserman, 2012). In 1926, the first version of the Scholastic Aptitude Test was released (Lawrence et al., 2003). Educators found the test useful for determining whether a student was likely to succeed in college (Jones, 1929). Such demonstrated successes, along with a belief that using cognitive tests to assess merit would serve as a great equalizer of individuals' chances for higher education and jobs regardless of social class (Jencks, 1998), fueled the growth of intellectual testing in the United States and abroad.

Today, cognitive ability tests are a familiar part of life in industrialized nations. Admissions to higher education may be based on tests such as the SAT (College Board, 2014), GAMSAT (ACER, 2016), National Center Test for University Admissions (DNC, 2016), or Gaokao (Chinese Ministry of Education, 2016). In the United States alone, over 1,500,000 students sit for the SAT each year (College Board, 2014). Likewise, it is not uncommon for civilian organizations to include cognitive tests as part of selection systems used to hire new employees (Ryan et al., 1999). The role of cognitive tests in military recruitment and selection is arguably even larger (cf. Campbell, 1990; Wolfe et al., 1995). The ubiquity of intellectual testing, when taken alongside evidence supporting

cognitive tests' usefulness for guiding decision-making in practical affairs, led the eminent psychologist Lee J. Cronbach (1970, p. 179) to conclude that "the general mental test stands today as the most important technical contribution psychology has made to the practical guidance of human affairs."

The goal of this dissertation is to address three separate disputes in the literature on cognitive abilities. First, the dominant taxonomy of human cognitive abilities (Carroll, 1993) has recently been challenged by a competing taxonomy (Johnson & Bouchard, 2005) that has garnered empirical support in the few studies where it has been applied. Next, debates regarding the utility of specific aptitudes (defined below) for prediction over-and-above general cognitive ability have been reignited by applied psychologists (Lang et al., 2010; Schneider & Newman, 2014; Schmidt, 2002). Last, scholars debate the role that basic cognitive abilities play in the development of expert-level performance (Ericsson, 2014; Hambrick et al., 2014). Each of these debates will be addressed, in turn, within this dissertation.

To fully appreciate the substance of these debates, it is important that the reader be armed with an understanding of basic conceptual definitions and empirical findings within the cognitive abilities literature. Because courses teaching the science of human intelligence are rare (Detterman, 2014), I will not assume prior knowledge on the reader's part. The substantial amount of misinformation regarding cognitive abilities that permeates social and scientific discourse (e.g., Hiss & Franks, 2014; Sternberg et al., 2000) renders special importance to the task of briefly reviewing empirical findings from the abilities literature. This is provided below.

Defining Cognitive Abilities

At this point a definition of what is meant by "cognitive abilities" is in order. A working definition of this construct is needed to ensure clarity in communication between the writer and readers, as well as to delineate the conceptual boundaries of the topics discussed in this dissertation. As such, discussing definitions should not be viewed as a solely academic endeavor (cf. Campbell, Gasser, & Oswald, 1996).

This dissertation adopts Carroll's (1993, p. 16) definition of abilities as "potentials for present performance on a defined class of tasks." The class of tasks which constitutes the focus of the present investigation are those for which performance is primarily determined by the *processing of mental information* (ibid, p. 10). Cognitive tasks include those which require complex cognitive processes such as reasoning and learning, as well as simpler task that rely solely on reaction time or perceptual discrimination. Using these definitions, the term *cognitive ability* denotes the level of performance that individuals can presently achieve on cognitive tasks. Nothing more and nothing less. It is useful to contrast this definition with lay definitions of intelligence, which may include the idea that intelligence corresponds to innate (genetic) potential (Jencks, 1998). Scientists cannot directly measure innate potential. The present discussion should not be interpreted vis-à-vis notions of intelligence as an innate aptitude. Rather, we are speaking of *developed cognitive abilities*, which are a function of both talent and environmental factors (Kuncel & Hezlett, 2010). To minimize the potential for seepage of lay conceptions regarding intellect into the present discussion, the term "cognitive ability" is used in lieu of the term "intelligence" throughout the remainder of this dissertation.

Cognitive Abilities: One Thing or Many Things?

We have defined cognitive abilities in relation to performance on cognitive tasks. However, the array of cognitive tasks that exist, or could exist, is vast. Tasks ranging from verbal comprehension, to mental rotation of pictures, to maintaining musical rhythm would all be included under this heading. Given the apparent differences between these tasks, is it appropriate to speak of cognitive ability as a single thing? The answer is both yes and no.

Cognitive Abilities: One Thing

A prominent finding within the cognitive abilities literature is that an individual who performs well on one cognitive task is also likely to perform well on other cognitive tasks.[1] The first scientific report of this phenomenon was presented by Spearman (1904). Using a sample of 33 British high-school students, consistent positive correlations were observed between performance in the classics, French, English, mathematics, music, and pitch discrimination. Results are reproduced in Table 1.

The diagonal elements of the matrix presented in Table 1 are test-retest correlations obtained when the same tests were administered to students in consecutive terms. Off-diagonal elements are correlations between distinct tests administered in consecutive terms. The Pearson product-moment correlations presented in this table may be interpreted in a number of ways (Rodgers & Nicewander, 1988), three of which will be most prominent in the current investigation. The first interpretation of the correlation uses these coefficients as an index of the strength of linear association between variables. That is, if the relationship between two variables is well-approximated by a straight line,

[1] Exceptions to this rule will be discussed in some detail in Chapter 2

then the correlation coefficient indicates *how well* one variable can be used to predict another. Correlations can range in size from -1.0 to 1.0 (cf. Cauchy-Schwartz inequality for proof; Magnus & Neudecker, 2007). Variables correlated |1.0| are perfectly predictive of each other. Correlations of 0 indicate lack of relationship between variables. Most of the coefficients in Table 1 fall between .50 and 1.0, which are typically interpreted in the social sciences as indicating substantial association between variables (cf. Bosco et al., 2015; Cohen, 1988; Paterson et al., 2016). That is, strong associations were observed between performances across a diverse range of tasks.

A second interpretation of the correlation coefficient results from the isomorphism between the formulae for computing correlation coefficients and standardized bivariate regression weights (Schmidt et al., 1979). From this perspective the correlation coefficient indicates the standard deviation (*SD*) increase in either variable that will be expected to accompany a 1 *SD* increase in the other. A third possible interpretation for the correlation is a corollary of the first and second interpretations. As correlations increase in size, the rank-order of individuals on each of the tasks being compared will tend to become more similar. Thus, we may also interpret Spearman's (1904) findings as indicating similarity of rank order on each of the tasks. Individuals who tended to perform better on any single test also tended to perform better on the rest of the tests in the battery.

Two weaknesses of Spearman's (1904) study are important to consider. First, this study's sample size was small by current standards in the social sciences (Schmidt, Hunter, & Urry, 1976; Shen et al., 2011). As a result it cannot be taken for granted that similar results would be observed if the study were repeated (Stanley & Spence, 2014).

Second, the bulk of cognitive tasks included in Spearman's study involved knowledge of school subjects. It cannot be assumed that results would generalize to cognitive tasks that do not reflect school learning.

In the century since Spearman (1904), psychologists have conducted many investigations that address each of this study's shortcomings. The cumulative results of this research suggest that when a battery of diverse cognitive tests is administered, consistent positive correlations between tests is the norm (Deary, 2001). This finding indicates that it is appropriate to speak of a general ability to perform well at intellectual tasks. This is often denoted *g*, shorthand for general mental ability. We can use a family of statistical methods collectively termed factor analysis to model the influence of *g* on cognitive test scores (Gorsuch, 1983; Mulaik, 2009). A typical finding when applying these procedures is that 50% of the variability in cognitive test scores can be attributed to differences in *g* (Deary, 2012). In this sense, it is appropriate to think of a single general mental ability underlying performance on cognitive tasks.

Cognitive Abilities: Many Things

g is not the only cognitive ability discovered by psychologists. It is only the most general. Recall that only 50% of variability in cognitive test scores is accounted for by *g*. The remaining 50% of variance can be attributed to broad cognitive abilities, specific abilities, and measurement error. Each will be discussed in turn.

A consistent finding in the abilities literature is that even though performances on all cognitive tasks tend to correlate positively, the correlation between certain clusters of tasks are especially high. An example provided by Vernon (1964, p. 5) may help the

reader to visualize this. Table 2 depicts a hypothetical raw correlation matrix between performances on cognitive tasks.

Correlations between tests in this example are all positive (r = .48 on average). However, notice that the correlations between vocabulary, analogies, and classifications are much larger than other correlations found in the matrix ($\bar{r}$ = .74). Correlations among block design, spatial, and formboard are also especially high ($\bar{r}$ = .52). Especially high correlations among these subsets of tests suggests that factors above-and-beyond *g* are contributing to the correlations. We can test this hypothesis by using factor analysis to eliminate the portion of correlations between tests that can be attributed to *g*. When we do this, we obtain the reduced matrix reproduced in Table 3 (Vernon, 1964, p. 6).

The matrix in Table 3 contains the anticipated correlations between tests if all participants were to have the same score on *g*. As expected based on previous discussion, a cluster of positive correlations between vocabulary-based tests remains even after controlling for *g*. The same is true for the tests requiring spatial reasoning. Based on these results, we may hypothesize that two *broad cognitive abilities* exist in addition to *g*—a verbal ability and a spatial ability. For the purposes of this dissertation, the terms "broad ability" or "group factor" will be used to reference correlations between groups of tests above-and-beyond the influence of *g*. Empirical evidence consistently supports the existence of broad abilities (e.g., Gustafsson, 1984; Horn & Cattell, 1966; Hunter, 1983). The inclusion of broad abilities in addition to *g* is a major feature of all modern cognitive ability taxonomies, as will be discussed further in Chapter 2 of this dissertation.

Lastly, a common finding in the cognitive abilities literature is that tests do not correlate perfectly with each other. The part of a test that is not predictable from other

tests may consist of reliable variance that is unique to the test, as well as measurement error (Crocker & Algina, 1986). Reliable unique variance can be conceptualized as indicating test-specific cognitive abilities. Measurement error is the part of a test score that can be attributed to random events (e.g., guessing correctly). Errors of this type do not correlate across separate tests.

To provide an illustrative example, let us return to Vernon's (1964) hypothetical correlation matrix. We will focus on the vocabulary test with the understanding that the pattern of results that is illustrated generalizes across all tests in the matrix. Vernon's (1964) factor analyses revealed that 11% of the variability in scores on this test could not be accounted for by *g* or the broad vocabulary ability. With real tests this residual variability might reflect, in part, unique aptitude or ability for performing well on vocabulary tests. By definition this aptitude would not generalize to any other type of cognitive task. Task-specific abilities will be referred to using the shorthand *specific ability* throughout the remainder of this text. Having provided a brief review of findings regarding the structure of cognitive abilities, I now turn towards the relationship between cognitive abilities and societally-valued outcomes.

Relationships with Societally-Valued Outcomes

Mainstream cultural discourse at times paints scholars as cloistered, performing research that has little relevance to society (e.g., Seldon, 2016). This position is perhaps most colorfully summarized by philosopher Nicholas Wolterstorff (1981):

> "Many are the scholars who make it their professional occupation to occupy themselves in this towering edifice of culture, exploring its nook and crannies, developing their responses, making their contributions here and there, and helping

> to hand it on to succeeding generations. For some the temptation proves irresistible to go yet farther and make this the concern of their lives, letting society go its own sorry way while they lock themselves away in this abiding, socially transcendent cultural stronghold, acquiescing in society while pursuing Bildung. As Rotterdam burns, they study Sanskrit verb forms."

It is therefore pertinent to ask whether the scientific study of cognitive abilities is simply an interesting intellectual pastime. Is this research valuable to society? Empirical research relevant to this question will be summarized in this section. Because research regarding incremental validity of specific abilities is discussed in Chapter 3, the primary focus in this section will be the validity of total scores on cognitive ability tests or test batteries. Such scores will correlate highly with *g* under fairly general circumstances (cf. Humphreys, 1985), and have at times been viewed as de facto measures of this construct (Ree & Earles, 1991; Schmidt, 2002).

Personnel Selection

Industrial-Organizational psychologists have produced thousands of studies that examine the predictive power of cognitive abilities in work settings (Ones, Dilchert, & Viswesvaran, 2012). A major finding from this literature is that cognitive ability tests correlate highly with supervisor ratings of overall job performance. Predictive validities tend to range between .30 and .70 for this criterion (Hunter & Hunter, 1984; Salgado et al., 2003a; Salgado et al., 2003b; Schmidt, Shaffer, & Oh, 2008). Validities are highest for jobs that involve complex information processing (ibid.). Cognitive ability tests possess validities that are among the highest found for predictors of job performance (Roth, Bobko, & McFarland, 2005; Schmidt & Hunter, 1998). Recalling that correlations

can be interpreted as bivariate standardized regression coefficients, it is possible to estimate the financial benefits that recruiting and hiring workers high on cognitive ability will have for an organization (cf. Schmidt et al., 1979; Schmidt & Hunter, 1983). These analyses often reveal substantial economic benefits to using cognitive ability tests for hiring (Hunter & Hunter, 1984; Schmidt & Hunter, 1998).

The financial analyses discussed above rest on the assumption that cognitive ability-performance relationships are well-approximated by linear models (i.e., if we plot cognitive ability against performance, a straight line will emerge). However, certain corners of popular culture assert that beyond a certain level, increases in ability are no longer helpful for performance. This has been termed the *Threshold Hypothesis* of ability-performance relationships (Park, Lubinski, & Benbow, 2010). It is useful to ask whether this hypothesis is accurate. The answer is no. Using a large sample consisting of 174 studies and 36,614 employees, Coward and Sackett (1990) did not observe non-linear relationships any more frequently than would be expected by chance alone. To provide a less abstract example for the reader, results from a study by Arneson, Sackett, and Beatty (2010) are reproduced in Figure 1.

The study conducted by Arneson and colleagues (2010) plotted ability-performance relationships within four separate, large samples. Each sample contained thousands of individuals. Both occupational and academic criteria are included. There is no evidence that ability-performance relationships level off at higher ability levels. If anything, the opposite is true. Further evidence emerges when examining longitudinal research conducted on samples of precocious youths (Park, Lubinski, & Benbow, 2010).

Even among those in the top percentile of ability, higher levels of cognitive ability are associated with better outcomes.

Finally, it would be remiss to ignore the multidimensionality of job performance (Campbell & Wiernik, 2015) when discussing ability-performance relations. Job performance can be well-conceptualized as consisting of eight distinct subtypes of performance: technical performance, communication, displaying effort, counterproductive behavior, leadership of subordinates, leadership of peers, management of subordinates, and management of peers. Cognitive ability tests have the strongest relationships with the technical performance facet (Campbell & Zook, 1996; Ones et al., 2012).[2]

Academic Admissions

Cognitive ability tests feature prominently in admissions systems used to select undergraduate and graduate students. As with cognitive testing in employment settings, a large body of research has emerged examining these tests' usefulness for predicting student success. In the higher education context, common criteria used for this purpose are GPA and whether the student successfully completes her degree.

Beginning with college outcomes, large-sample studies typically find that correlations between cognitive tests (e.g., SAT, ACT) and first-year undergraduate GPA fall between the mid-.40s and mid-.50s (Higdem et al., 2015; Sackett et al., 2009; Westrick et al., 2012). These validities are somewhat lower than those obtained when

[2] Although cognitive ability tests correlate most strongly with technical performance, these tests still correlate positively, if not as strongly, with all other facets of job performance as well (Campbell & Zook, 1996; McHenry et al., 1990). The pervasive influence of cognitive ability may help to explain the positive manifold among job performance dimensions (cf. Viswesvaran, Schmidt, & Ones, 2005).

using high school GPA as a predictor (ibid.). The latter tends to produce correlations in the mid-to-high .50s. This raises the question of whether cognitive test scores are useful for prediction beyond what is attainable using HSGPA. The answer is yes. The validity obtained when using cognitive tests and HSGPA in combination is larger than when either is used in isolation (e.g., ΔR=.05 in Higdem et al., 2015). Cognitive test scores remain valuable for prediction, even when acknowledging the superior predictive validity of HSGPA.[3]

Critics of cognitive testing have claimed that standardized admissions tests are only useful for predicting first-year GPA (Fairtest, 2007; Hiss, 2015). If this were true, then the continued use of these tests for admissions would be questionable. An argument could easily be made that selection should be based on expectations of how well students will perform across the entirety of their time in college, not simply during the first year. With this in mind we turn to studies that have validated cognitive tests against more distal criteria—final GPA and degree attainment. Beginning with final GPA, predictive validities are similar to those found when using first-year GPA as the criterion (ACT, 2014; Berry & Sackett, 2009; Shaw, 2015). That is, standardized tests are reasonably good predictors of how well a student will perform academically overall during college. What's more, students with higher test scores are also more likely to attain a bachelor's degree (Adelman, 2006) and to graduate on-time (Mattern, Patterson, & Wyatt, 2013).

[3] It should be noted that predictive validity is not the only relevant concern when constructing selection systems. HSGPA is based on teacher-assigned grades, which involve an element of subjectivity. This has resulted in concerns over grade inflation (Zhang & Sanchez, 2013), and the recognition that GPAs may not be directly comparable across high schools due to differences in the level of performance required to receive the same grade in different institutions (Kostal et al.,2016). Standardized test scores complement HSGPA by providing scores on a nationally-normed metric that is the same for all students taking the test.

When considered as a whole, this body of evidence indicates that cognitive tests are useful for predicting a wide range of college outcomes. Test validity is not limited to first-year academic performance.

A second criticism of cognitive tests stems from the positive correlation between standardized admissions exams and socioeconomic status (e.g., r = .42, Sackett et al., 2009). Based on this correlation some have labeled the SAT a "wealth test" (cf. Zwick, 2002). The implication is that scores on this test do not reflect a student's true capability for performing well in college or in life after graduation. A related assertion is that the college system is biased in ways that favor success for students from upper-class families (McClelland, 1973). In its strongest form, the second assertion would state that college grades are contaminated indicators of academic performance—students from higher social classes receive better grades than lower-SES students who perform equally well (cf. Sackett et al., 2012). This contamination could arise if biases influence judgment calls made during grading (Malouff, 2008). The crux of this form of argument is that social class causes the relationship between SAT scores and grades (Kuncel et al., 2014). The story goes that as a result SAT scores should not be considered meaningful indicators of merit, and their use in admissions decisions is ethically questionable at best.

Despite these criticisms, research does not support the claim that the relationship between standardized tests and academic performance is an artifact of SES (Higdem et al., 2015; Sackett et al., 2012; Westrick et al., 2015). If this hypothesis were true, then correlations between standardized test and academic performance should disappear once students are matched on SES. This does not occur. Controlling for SES has at most a

minor impact on the size of test-performance correlations. An illustrative example adapted from Higdem et al. (2015) is presented in Table 4.

In Table 4 the column on the far right contains estimates of correlations between SAT scores and first-year GPA after students are matched on SES. The second column from the right contains raw correlations. The reader may verify that there is little difference in the size of correlations between columns. That is, correlations between SAT scores and first-year GPA do not change much after students are matched on SES. This means that SES cannot explain correlations between SAT scores and first-year GPA. Criticisms of standardized tests based on correlations with SES are unfounded (Zwick, 2002).

Moving beyond college admissions, cognitive tests also feature prominently in admissions systems used by graduate schools (e.g., AAMC, 2016; ETS, 2016). Findings in this context are like those observed in college settings. For example, the GRE correlates in the mid-.30s with cumulative graduate GPA (Kuncel, Hezlett, & Ones, 2001). Validities for the MCAT fall near the high .30s (Donnon, Paulucci, & Violato, 2007). GMAT validities fall near .50 (Kuncel, Crede, & Thomas, 2007). Validities for the LSAT fall in the mid-.30s (Anthony, Dalessandro, & Reese, 2013).

In graduate programs, GPA is often not the only—or most important—criterion for success. Kuncel and Hezlett (2007) provide a review of meta-analytic studies that have examined correlations between standardized test scores and many criteria besides GPA. Regardless of whether the criterion is performance on licensing exams, degree completion, faculty ratings, research productivity, or even citation counts, positive

correlations are found. Thus, cognitive tests can predict future performance within a range of graduate disciplines.

Everyday Life: Health, and Delinquency

Discussion to this point has focused on the predictive power of cognitive ability tests in education and work settings. The results summarized indicate that cognitive ability tests have substantial predictive utility within these settings. In this section, we will move beyond the domains of work and school to discuss correlations between cognitive abilities and successful functioning in everyday life.

A useful perspective when considering the role of cognitive abilities in everyday life is to think of daily tasks as items on a cognitive test (Gottfredson, 1997). Some tasks require a great deal of knowledge, learning, or problem-solving (e.g., managing finances). Others do not. However, to the extent that performance on a task depends *at all* on successful processing of mental information, some degree of correlation with *g* can be expected (Gottfredson, 2002). Higher levels of *g* increase the probability of successfully performing a task. When aggregated across the lifespan, even small differences in these probabilities can add up to large differences in life outcomes (ibid.). A useful analogy can be made to gambling houses. As suggested by Gottfredson (2004), we may think of an individual task as a single hand of poker. Although the house may or may not win any given hand, small differences in odds can have a large impact on monetary outcomes over the long run.

We next turn to relationships between cognitive ability and health outcomes. Intelligence measured in adolescence and early adulthood predicts all-cause mortality during later years (Batty, Deary, & Gottfredson, 2007). For example, a longitudinal

survey of roughly 50,000 Swedish army recruits revealed that a measure of general ability administered at enlistment (ages 18-20) related to all-cause mortality over the next 30 years (Hemmingsson et al., 2006). After controlling for socioeconomic status, a 1 *SD* decrease in ability was associated with a 34% increase in the odds of mortality. Similar findings were observed when disaggregating mortality into that due to cardiovascular disease, and that attributable to injuries. A separate study using 2,309 Australian conscripts (O'Toole et al., 1988) found a 35% increase in 20-year mortality for men who scored below the median on the services' cognitive ability battery. Possible reasons for the correlation between cognitive ability and mortality are that general ability serves as an indicator of overall bodily health and integrity, that individuals with higher ability acquire more health knowledge and enact healthier behaviors, and that higher ability is associated with safer social and occupational environments (Gottfredson & Deary, 2004; Whaley & Deary, 2001).

Aside from health and longevity, cognitive ability is also linked with delinquency, criminal incarceration, and other forms of counterproductive behaviors. Children with higher levels of ability are less likely to be diagnosed with conduct disorder, or convicted for juvenile offences (Murray & Farrington, 2010). Adults with higher levels of ability are less likely to have criminal records (Frisell et al., 2012; Levine, 2011). In the workplace, there is a negative association between cognitive ability and counterproductive behaviors targeted at the employing organization (e.g., r = -.20 in Gonzalez-Mule et al., 2014). One possible explanation for these relationships is that individuals higher in cognitive ability are simply less likely to be caught doing bad things. However, some studies have found that negative relationships persist even when

self-report scales are used (e.g., Moffitt & Silva, 1988). Alternative explanations for ability-counterproductively relations are that lower levels of ability are associated with poorer behavioral inhibition (Ones et al., 2012), lower levels of cognitive moral development (ibid.), or that social and economic outcomes associated with lower levels of ability in turn lead to deviant behavior (Levine, 2012).

Summary

Cognitive ability is associated with successful functioning in work, school, and everyday life. The scientific study of this topic has resulted in important advances in our ability to predict outcomes relevant to both individuals and society. In situations where limited resources must be allocated across applicants to jobs or colleges, cognitive tests provide a valuable window into likely future performance. In everyday life, cognitive ability-outcome relations can be used to design interventions targeted at those most likely to need help. As such, it is fair to conclude that the science of cognitive abilities has much to offer to society. Research on this topic is not just an academic pastime.

Conclusions and Objectives of Dissertation

At this point the reader has been exposed to key findings regarding the structure and validity of cognitive abilities. In the following chapters, we will dive into deeper discussions of each. The objectives of this dissertation are two-fold:

1. Provide a synthesis of what the cumulative literature has to say regarding the appropriate taxonomy to use when describing human cognitive abilities. The empirical validity of a newly developed key for categorizing individual cognitive tests into the Cattell-Horn-Carroll taxonomy's factors (Stanek & Ones, 2017) will be validated. A comprehensive quantitative synthesis of the cumulative literature

will follow, as well as investigation of whether abilities become less related across the lifespan.

2. Provide a synthesis of what the cumulative literature has to say regarding the validity of cognitive abilities for predicting job performance. This synthesis will provide updated estimates of *g*'s validity for predicting performance. The synthesis will be the first to estimate the relationship between non-*g* abilities and job performance when tests are categorized into non-*g* abilities using a key developed by experts in cognitive ability testing. A focus of this study will be whether fluid and crystallized abilities differentially predict performance.

Chapter II

A Comprehensive Meta-Analysis of Cognitive-Ability Inter-Correlations (Study 1)

"Since the beginning of our existence, humans have searched for order in their world. Today classification is thought of as essential to all scientific work. The reliable and valid classification of entities, and research regarding these entities and newly proposed entities, requires a 'guide' or taxonomy."

Kevin S. McGrew (2005, p. 136)

This chapter presents results from a series of meta-analyses of cognitive ability inter-correlations. The goals of these meta-analyses were to (1) determine whether empirical evidence supports the construct validity of a new compendium's (Stanek & Ones, 2017) classification of cognitive *tests* into cognitive ability *factors*; (2) compare the CHC taxonomy and VPR taxonomy against meta-analytically derived factor models of cognitive ability inter-correlations; (3) determine the impact of age on cognitive ability inter-correlations; (4) provide guidance to researchers on which narrow ("third-stratum") abilities are the best indicators of broader ("second-stratum") abilities; (5) determine whether fluid or crystallized abilities show higher meta-analytic correlations with *g.* The last two goals will be addressed in the process of comparing the CHC and VPR taxonomies to an empirically-derived meta-analytic estimate of the factor structure of

cognitive abilities. As such, they will not be addressed separately in the introduction to this chapter.

Introduction

Science attempts to identify laws that govern events as they occur in the world (Einstein, 1934; Lakatos, 1976). The methodology of science relies heavily on observation and collection of data (Meehl, 1976; Popper, 1934). However, ambiguity often exists when trying to classify observations in a way that is useful for scientific theorizing. Taxonomies can help to eliminate this ambiguity. A good taxonomy establishes for the researcher important dimensions of similarity between objects.[4] It enables objects to be grouped into meaningful classes. Objects grouped into a single class may then be studied as a group (John Naumann, & Soto, 2008). The result is parsimonious examination of a limited number of classes, rather than treating every object individually (Buss, 1989; John, 1989). Because they provide a standardized classification and naming system, taxonomies also facilitate communication and knowledge sharing across researchers (ibid.). This contributes to the goal of developing cumulative scientific knowledge (cf. Le et al., 2010).

An example from the recent history of personality research illustrates the importance of taxonomies. Prior to the 1980s, no widely agreed upon taxonomy existed for describing personality traits (Buss, 1989; John, Angleitner, & Ostendorf, 1988). Instead a wide number of competing taxonomies existed, and there was no clear way to organize the hundreds of personality traits that had been proposed in the psychological

[4] The term *objects* is used as shorthand for *objects of study*. An object of study is single object, event, behavior, situation, etc. that could be included in a scientific study. The term as used is not meant to be limited to physical objects of the type investigated in physics or other natural sciences.

literature (McCrae & John, 1992). Needless resources were spent researching the same concepts using different names (ibid.). Scientific progress was marred by using the same name for different concepts. The lack of a conceptually unifying taxonomy made it difficult to determine what general conclusions could be drawn from the myriad different personality traits being studied (John et al., 2008). Personality science was not in a good place.

This state of affairs changed following the widespread adoption of the Big Five trait taxonomy. The Big Five gained support due to the perception that it was empirically based and replicable, unlike previously proposed trait taxonomies (Goldberg, 1993). The emergence of this taxonomy enabled researchers to better understand the cumulative knowledge that existed regarding personality traits (Barrick & Mount, 1991). A practical outcome for applied psychologists was the realization that, when the literature was re-examined through the lens of the Big Five taxonomy, personality traits showed consistent relationships with workplace outcomes (ibid.). Before the Big Five the dominant viewpoint was that personality scales were not good predictors of workplace outcomes. The Big Five taxonomy currently provides a unifying conceptual framework for researchers to use in the design of new studies, and interpretation of findings (e.g., Wilmot, Kostal, Kosinski, & Stillwell, 2015). As noted by John and colleagues (2008, p. 148):

> "Viewed from a historical vantage point, the emergence of the Big Five structure, and the fact that multiple groups of researchers worked on it jointly, brought about a major change in the field of personality that is akin to a paradigm shift. Personality traits research has moved from a stage of early individualistic

> pioneers to a more mature stage of scientific inquiry. Researchers interested in studying the effects of personality traits on important theoretical or applied phenomena…now use a commonly understood framework to conceptualize their research and choose from several well-validated instruments to operationalize these personality domains…This is indeed a paradigm shift in a field dominated, until recently, by seemingly incompatible systems that caused fragmentation and competition, rather than fostering commonalities and convergences"

Although only one example, the history of personality research indicates the important role that taxonomies have in science.

This chapter focuses on taxonomies that have been proposed within the cognitive abilities literature. The Cattell-Horn-Carroll (CHC) synthesis provided by McGrew (1997) currently dominates this field (Ones, Dilchert, & Viswesvaran, 2012). However, a competing taxonomy proposed by Johnson and Bouchard (2005) has performed well when pitted against the CHC model in a series of empirical studies over the past decade. One goal of this chapter is to determine what the cumulative literature has to say regarding the appropriate taxonomy to use when describing human cognitive abilities. Meta-analytic methods (Schmidt & Hunter, 2014) will be used to quantify the state of current knowledge on this topic. The output of meta-analyses provides the best estimates of the direction and strength of relations between scientific constructs. Because no previous meta-analysis of this literature exists, my hope is that this study will both resolve existing disputes in this literature, while also providing a foundation for future research.

Value of Compendia for Operationalizing Cognitive Ability Factors

Compendia provide a key that can be used to link test scores to cognitive factors identified by taxonomies. Absent compendia that provide guidance on how to operationalize factors, idiosyncratic classification of tests is possible. For example, in at least some fields of study researchers are not consistent in how they classify tests into the factors contained in cognitive ability taxonomies (Stanek & Ones, 2017). As a result, the interpretation of research in these fields is obscured due to concerns about construct validity. Or, to put the problem otherwise—if two researchers classify the same test in different ways, at least one of them must be wrong. Without guidance on the acceptable classification of tests, determining *which* researcher's findings better reflect the intended construct(s) and *what* implication any misclassification of tests has on interpretation of the research literature is not possible. One goal of the present study is to provide a comprehensive meta-analytic validation of a recently developed compendium that can be used to classify cognitive tests into the factors contained in cognitive ability taxonomies. More broadly, by validating this compendium the goal is to facilitate development of cumulative knowledge in this important domain of research.

There are at least two possible ways to validate a compendium. First, if the compendium is accurate then high correlation between tests assigned to the same factor should be observed ("within-factor" convergence). In addition, if the compendium is accurate then factors operationalized using the compendium should evince expected patterns of convergent and divergent validity ("across-factor" convergent and divergent validity). Both will be examined in the present study.

Before proceeding it is worthwhile to reinforce the importance of compendia to cumulative science. In one sense the validation of compendia for this project can be viewed as a necessary first step towards the broader goal of examining the factor structure of cognitive abilities. Viewed another way, however, validating compendia is a worthwhile goal in-and-of itself due to the value that they can provide by limiting idiosyncratic operationalizations of constructs and thereby contributing to cumulative knowledge in science.[5]

Developing Taxonomies: Statistical Methods

A useful taxonomy identifies meaningful classes of objects within a domain of study. There are at least two ways to approach the problem of developing taxonomies for cognitive abilities. The first is to gather experts together, and then have them provide subjective estimates of the degree of similarity that is present in the abilities required to perform well on different cognitive tasks. Cognitive tasks that are rated as being the most similar are grouped together to form a taxonomy. While this approach may be intuitively appealing, the downside is that experts may rely primarily on superficial features of tasks when making their judgments (e.g., group together all tasks that require examinees to work with pictures, rather than words). Grouping tasks in this way may result in missing important distinctions between superficially similar tasks. For example, subject matter experts may miss distinctions between perceptual speed and spatial rotation, or verbal analogies problems and verbally-based short-term memory tasks. Likewise, it is possible

[5] This is not to say that the author supports strict operationalism. He does not. However, the author *does* believe that there is value in having a shared set of norms in how test scores are to be interpreted vis-à-vis psychological constructs ("factors"). That is, "operationalize" is used in a loose sense to refer to a test score being used to *indicate* an underlying factor. This is different from the form of operationalization that would *equate* a test score with the underlying factor it is intended to measure.

that experts could group together tasks that, while superficially similar, are not highly correlated and do not share similar patterns of relationships with other variables. These types of concerns have led scholars to caution against relying on subjective ratings of similarity when developing taxonomies (e.g., Cattell, 1987, pp. 61-62).

Latent variable models can also be used to develop taxonomies. These methods apply statistics to empirical data to arrive at taxonomic structures and can be viewed as a more objective alternative to expert ratings. More specifically, these methods use statistical algorithms to identify hypothetical variables that could account for the patterns of correlations between scores on cognitive tests. Historically, efforts to develop taxonomies within psychology have relied heavily on latent variable models, as embodied within the statistical methods known as factor analysis and principal components. The rationale behind the use of these methods will be discussed in this section.

Imagine that you had administered a battery of one hundred cognitive tests to a group of adults. You would like to use the scores on these tests to inform practical decisions such as employee selection or career guidance. Or maybe you are an enterprising scientist who would like to develop a theory of the determinants of cognitive test scores (e.g., Cattell, 1987). In either case, sifting through the scores from such a large number of tests would be cumbersome at best. Human beings possess limited information processing capabilities (Baddeley, 2012; Cowan, 2010; Pashler, 1998), which are liable to be overwhelmed in this scenario. For practical purposes it would be valuable if the scores from these tests could be distilled into a reduced set of variables, with minimal loss of information. Factor analysis and principal components offer two alternative solutions to this problem.

The mathematical models underlying factor analysis and principal components are highly similar. In each case, we imagine that our observed variables can be decomposed into the weighted sum of a smaller number of latent, or unobserved, variables.[6] These unobserved variables will be used in lieu of the observed variables for our practical or scientific purposes. Mathematically we may write the general model as follows:

$$X_1 = \sum_{j=1}^{r} \lambda_{1j}\xi_j$$

$$X_2 = \sum_{j=1}^{r} \lambda_{2j}\xi_j$$

.

.

.

$$X_p = \sum_{j=1}^{r} \lambda_{pj}\xi_j$$

In this series of equations X_1 through X_p are scores on the observed variables. ξ_1 through ξ_p are the scores on the unobserved (latent) variables. The number of latent variables *r* is set to be smaller than the number of observed variables *p*. Finally, the λ_{pj}s tell us how much weight should be assigned to each unobserved variable when summing them. The distinction between factor analysis and principal components analysis is that in

[6] From a technical standpoint neither model requires that the number of latent variables be smaller than the number of observed variables. However, each model is usually applied with the intent of producing a solution that contains a smaller number of principal components or common factors than there are observed variables.

factor analysis we assume that one of the latent variables in each equation for observed variables is unique to that equation and does not reappear in any of the other equations. The unique latent variables for each equation are often denoted ε and their weights ψ to distinguish them from latent variables that are common to all equations. No unique latent variables are included in the model for principal components analysis.

Principal Components. It may be useful to demonstrate how the above equations would play out in a real-world situation. Let's return to our original example where the reader has administered one hundred cognitive ability tests to an adult sample. Perhaps after a night spent watching *The Fifth Element*, we have decided that five factors are as good as any. In practice statistical methods are available to help us choose an appropriate number of factors (cf. Mulaik, 2009). In a feat of originality, and keeping with our movie-inspired theme, we name these factors E_1 through E_5. We will not include unique factors for each observed variable. That is, we are fitting a principal components model to our data. Our concrete example could then be written as:

$$
\begin{aligned}
X_1 &= \lambda_{11}E_1 + \lambda_{12}E_2 + \lambda_{13}E_3 + \lambda_{14}E_4 + \lambda_{15}E_5 \\
X_2 &= \lambda_{21}E_1 + \lambda_{22}E_2 + \lambda_{23}E_3 + \lambda_{24}E_4 + \lambda_{25}E_5 \\
&\;\;\vdots \\
X_{100} &= \lambda_{(100)1}E_1 + \lambda_{(100)2}E_2 + \lambda_{(100)3}E_3 + \lambda_{(100)4}E_4 + \lambda_{(100)5}E_5
\end{aligned}
$$

The important point is that through this model we can reduce one-hundred variables (X_1 through X_{100}) to a more parsimonious set of five (E_1 through E_5). The *same*

five factors occur in each equation for the observed variables. Now the reader may wonder how in fact we are supposed to obtain numbers that correspond to our λs and Es. Solutions for factor loadings (λ) can be obtained through a combination of linear algebra, matrix calculus, and the algebra of variances for composite variables (Bollen, 1989; Gorsuch, 1983; Mulaik, 2009; Schonemann, 1965). How we obtain solutions for factor scores (E) will depend on our model. We will address this question for principal components and factor analysis in turn.

In the full principal components model scores on observed variables are completely determined by the weighted sum of scores on an equal number of latent variables. There is a 1:1 ratio of observed to latent variables.[7] A statistical method called an *eigenvector-eigenvalue* decomposition is used to obtain factor loadings (Gorsuch, 1983; Mulaik, 2009). After loadings are obtained exact solutions for latent variable scores are possible (e.g., by using regression; Mulaik, 2009 p. 371). One consequence of using an eigenvector-eigenvalue decomposition to obtain factor loadings is that a good approximation to scores on the observed variables can often be obtained *without* needing to use all component variables. That is, we choose some subset *r* of component variables that balances our desire to accurately reproduce the observed variables with the competing need to obtain a parsimonious solution. To return to our example the full components solution would contain 100 latent variables. We might find that the reduced set of 5 latent variables (E_1 through E_5) is able to reproduce scores on the observed variables with 95% accuracy, however, and prefer this solution based on parsimony.

[7] How we get to the five variable solution discussed above will be described shortly.

Factor analysis differs from principal components by including a latent variable that is unique to each observed variable. This introduces an important conceptual distinction in the interpretation of latent variables in factor analysis and principal components. To explain, a truism within psychological measurement is that all test scores contain some degree of error (Schmidt & Hunter, 1996). In addition, there is often reason to suspect that part of the reliable variance for a test is unique to the test itself (e.g., a multiple *R* sufficiently below unity when predicting the test from other variables after correcting for unreliability). This means that causal agents unique to a test contribute to test scores. With this in mind, what is to be made of the latent variables in principal components analysis? Components analysis does not include latent variables that uniquely influence single observed variables. All latent variables in components analysis are presumed—at least initially—to potentially have an influence on every observed variable included in a study. If we take seriously the idea that a causal model for observed variables *must* include uniqueness terms (e.g., random error), then we cannot at the same time interpret the components model as a feasible causal model. As such, latent variables in components analysis should not be interpreted as corresponding to possible *causes* of observed variables.

A second line of argument leads to the same conclusions. In principal components analysis exact solutions for scores on the latent variable are possible. This means that in this method latent variables are *mathematically defined* as weighted combinations of observed variables. If this is true (and it is), then adding or subtracting tests from a test battery will alter the nature of the latent variables obtained by this method (Mulaik, 1990). However, it would be silly to assert that adding a new variable to an existing test

battery would in any way alter the causal antecedents that account for scores on the existing battery. If principal components scores are interpreted as *causal* variables, we are doing just that. It is better to interpret latent variables in principal components as weighted sums of observed scores. The weights are chosen so that the latent variables have desirable properties that attend the use of the eigenvector-eigenvalue decomposition (i.e., the ability to account for the most variance in the observed variables using the fewest number of latent variables). A diagram to visually illustrate the preferred definition of latent variables in principal components is presented in Figure 3.

In Figure 3 the circles correspond to latent variables, and the squares to observed variables. The latent variable is *caused* by the observed variables, because it is only interpreted as a weighted sum of these variables. The weights are the γ terms. γ is used rather than λ because observed variables are being combined to form the latent variable, rather than vice-versa.

For taxonomy building the primary benefit of principal components analysis is that it can be used to create a small set of factors that represents observed data as parsimoniously as possible. The major weakness of this method is that factors must be interpreted as no more than weighted sums of observed variables. Conceptually this means that these factors are in a sense specific to the dataset used to create them. Common factor analysis addresses this weakness.

Common Factor Analysis. Factor analysis contains two types of latent variables: *common factors* that influence all observed variables, and *unique factors* that influences only a single observed variable. An illustration will be useful. Returning to our five-factor model for cognitive test scores, we will now add a unique factor for each observed

variable. Although this technically results in a 105 factor model (5 common factors + 100 unique factors), the common factors are our focus. As such we will continue to describe this model as a five-factor model, with the understanding that the term takes on a different meaning in this context. The new model is as follows:

$$X_1 = \lambda_{11}E_1 + \lambda_{12}E_2 + \lambda_{13}E_3 + \lambda_{14}E_4 + \lambda_{15}E_5 + \psi_1\varepsilon_1$$
$$X_2 = \lambda_{21}E_1 + \lambda_{22}E_2 + \lambda_{23}E_3 + \lambda_{24}E_4 + \lambda_{25}E_5 + \psi_2\varepsilon_2$$
.
.
.
$$X_{100} = \lambda_{(100)1}E_1 + \lambda_{(100)2}E_2 + \lambda_{(100)3}E_3 + \lambda_{(100)4}E_4 + \lambda_{(100)5}E_5 + \psi_{(100)}\varepsilon_{100}$$

Where ψ are the weights assigned to the unique factors, and ε are unique factor scores. Including unique factors eliminates the problems that accompany trying to interpret latent variables from principal components in a causal sense. Because each variable is the product of both common and unique factors, the model corresponds to a psychologically plausible model of causal antecedents to test scores. Common factor scores are not completely determined by observed scores (Mulaik, 2009; Mulaik, 1990), due to the presence of unique factors in the model. A consequence is that factors obtained by this method are *not* limited to being interpreted as weighted sums of observed variables, which occurs in the principal components model. Factors in the common factor model may be interpreted as possible causes of scores on the observed variables.

As with the principal components model, we can use a combination of linear algebra, matrix algebra, and the algebra of composites to obtain estimates of factor

loadings λ. Unlike principal components models there is no exact solution for the common factor scores E. We can create "best guess" estimates using regression, but the correlation between the regression-based composite and scores on the common factor will always be less than 1.0 (Mulaik, 2009). A common method for estimating common factor scores is to identify variables on which the factor loads highly, and then combine these variables using unit weights.

The rationale behind determining the appropriate number of common factors in factor analysis differs somewhat from that used in principal components. The goal in common factor analysis is to determine the minimum number of common factors required to reproduce the portions of observed variables that are shared across variables (Mulaik, 2009). The latter are captured by a correlation matrix with communalities on the diagonal. Using a theorem owing to Louis Guttman, it can be proved that the minimum number of factors to extract is equal to the number of positive eigenvalues in the reduced (with communalities on diagonal) correlation matrix (ibid.).[8] This procedure may result in more common factors than is desired by the user. Where this occurs, it may be appropriate to then use a procedure analogous to that used for components analysis and focus on a smaller number of factors that account for a suitable proportion of shared variance in the set of variables under study. Using our running example, assume that Guttman's procedure tells us to extract 40 common factors. This is the minimum number of factors to extract to reproduce the reduced correlation matrix, per Guttman's proof. However, we may be willing to incur reduction in the accuracy of our reproduced matrix

[8] See Mulaik (2009) for a discussion of the merits of Guttman's procedure relative to more commonly used methods such as the scree plot, parallel analysis, and eigenvalues-greater-than-1.

in exchange for parsimony. If our preferred 5-factor solution can account for a reasonable proportion of the common variance accounted for by the 40-factor solution (e.g., 80%), we may be willing to exchange accuracy for parsimony.

As discussed above, latent variables in factor analysis can be interpreted as possible causes of the observed variables. In visual form the model would have causal arrows emanating from the latent variables to the observed variables, as shown in Figure 4.

At this point it should be emphasized that fitting a common factor model to data *does not* mean that the resulting factors are the causes of observed variables. A well-fitting common factor model should be interpreted as indicating one set of *possible* causes for observed variables. There could be alternative causal models that fit just as well (cf. Bollen, 1989; Tomarken & Waller, 2005). These alternative models may contain sets of factors that are very different from those obtained via factor analysis. A common factor also need not correspond to any single physical thing in the human body. Factors should not be reified. As one example, if two distinct physiological causes correlate highly enough then it would be possible for them to emerge as a single factor in factor analysis (Tryon, 1935; van der Moss et al., 2006). Although space constraints preclude its discussion, Godfrey Thomson's bonds model also urges caution in the interpretation of factors as singular entities (Bartholomew et al., 2009; Thomson, 1916).

With these caveats in mind, for taxonomic purposes factor analysis does provide a useful foundation. The results from a factor analysis indicate plausible causal variables that account for correlations among observed variables. The number of common factors may be lower than the number of observed variables, so that if common factors were used

to classify observed variables parsimony could be achieved. From a theoretical standpoint the plausibility of a causal interpretation for factors has desirable properties. Good taxonomies group objects based on meaningful similarities. A shared common cause or set of causes is a meaningful way in which objects can be similar. Accordingly, factor analysis is used in lieu of principal components analysis in the current study.

Historical Foundations of Modern Ability Taxonomies

A brief review of the early history of ability taxonomies is presented in this section. In many ways ability taxonomies have built on each other, so that knowing the history of developments in this field will be helpful for understanding why modern taxonomies share certain features. The discovery of a general factor and the development of multiple factor analysis paved the way for the hierarchical models that characterize modern taxonomies. This section expands on the discussion of ability inter-correlations that was provided in Chapter 1 (pp. 4-9).

Spearman and the General Factor. The earliest ability taxonomy was proposed by Spearman (1904). The reader may recall that results from this study were used to illustrate the concept of positive manifold in Chapter 1. Spearman's goal in this study was to investigate whether the existence of single general mental ability that spanned school subjects and experimental tasks was plausible. To help test this hypothesis he derived a correction for attenuation of correlations due to unreliability (pp. 253-255).[9]

[9] The idea behind this correction is that observed scores contain error. Errors will not correlate with each other. A consequence is that correlations between observed scores on a test battery will underestimate what the correlation would have been with perfect measurement. A correction can be applied to estimate the latter, which is often value that is of most scientific interest (Spearman, 1904). This correction is:

$$\rho_{xy} = \frac{r_{xy}}{\sqrt{r_{xx}}\sqrt{r_{yy}}}$$

This correction was in many ways an early precursor to the modern correction for unreliability using the generalized coefficient of equivalence and stability (Le, Schmidt, & Putka, 2007). Three principal findings emerged from Spearman's (1904) study. First, a positive manifold among scores on cognitive tasks (school work and perceptual tasks) was observed. This data was presented in the last chapter. Second, the estimated correlation between a general school achievement factor and a general perceptual discrimination factor was 1.0. This result supports the hypothesis that a general cognitive ability exists. Third, performance on test batteries measuring a *single type* of cognitive ability (e.g., English performance) were highly correlated with the general factor of ability. Based on these results Spearman proposed a *two-factor* model of ability. Later, tests of this model were conducted using an early form of confirmatory factor analysis called the law of tetrad differences (Mulaik, 2009; Spearman & Holzinger, 1925). Results from data analyzed in Spearman (1927) were favorable to his model.

Spearman's two-factor model proposes that two different types of cognitive abilities exist: general ability and specific abilities. General ability (*g*) was considered a fundamental intellectual function that influences performance on all cognitive tasks. On a biopsychological level Spearman hypothesized that the *g* corresponded to a person's level of *mental energy* (Vernon, 1962). The concept of mental energy does not have a clear analog in modern neuroscience. Spearman also provided an explanation for *g* in terms of

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Where Greek letters denote true-score values. r_{xx} and r_{yy} are reliability coefficients. Schmidt & Hunter (1996) present an excellent overview of the usefulness of this correction. Derivation of the correction formula are available in psychometric texts (e.g., Crocker & Algina, 1986; Ghiselli, Campbell, & Zedeck, 1983).

cognitive processes. This explanation stated that *g* corresponded to an individual's ability to draw inferences and recognize patterns (Drasgow, 2004).

In addition to *g*, Spearman proposed the existence of specific abilities unique to each cognitive task. In this sense the "two" in the name two-factor model refers to the two *types* of factors included in this model. If battery of *p* tests is administered, the two-factor model states that there will be 1+*p* factors in total. A visual representation of Spearman's model is presented in Figure 5.

In Figure 5, *g* is the general ability, whereas *S1* through *S9* are specific abilities. *X1* through *X9* are true scores on cognitive test batteries. To fit this model factor-analytically, corrections for unreliability would need to be made prior to analyses. Otherwise the specific factors that emerge from the factor analysis will be an amalgam of specific abilities and measurement error.

Thurstone, Group Factors, and Hierarchical Models. A major competitor to the Spearman's two factor model emerged during the 1930s. The new Primary Mental Abilities model did not include a general factor (Thurstone, 1938). In its place were eight broad, "primary" factors. To explain why this model emerged as a powerful competitor to Spearman's two-factor theory we must return to the idea of tetrad differences. Without going too far into technical details, the tetrad differences method served as a check on the feasibility that a single general factor could account for correlations in a test battery. If the criterion was met, then a single-factor solution was tenable. Spearman produced evidence showing that the tetrad differences criterion was met in at least some test batteries (Spearman, 1927). However, other researchers were not always able to replicate these results. One finding was that tests with similar content (e.g., synonyms and

antonyms; solving disarranged sentences) would still correlate with each other even after the effects of *g* were accounted for. That is, a single factor was not sufficient in these investigations. Spearman argued that these cases were rare and caused by including tests with too similar of content. This explanation did not satisfy all psychologists (e.g., Thorndike, 1921). Some thought that it amounted to throwing out data to fit one's preferred theory (cf. Vernon, 1962).

Within this context, it is understandable why the Primary Mental Abilities (PMA) model gained traction. Thurstone (1938) had developed a new statistical method called multiple factor analysis. Unlike Spearman's confirmatory approach, multiple factor analysis was an exploratory procedure that could produce a factor solution that best fit the data in hand (Vernon, 1962). Thus, selection of variables to fit a theory was not of concern. The procedure seemed able to let the data tell its own tale.

When applied to cognitive test scores Thurstone's (1938) method produced the eight factors mentioned previously. Of importance, there was no general factor in this model. Yet the general factor was central to Spearman's theory of abilities. Perhaps unsurprisingly a dispute arose between these scientists (e.g., Spearman, 1939; Thurstone, 1940). A resolution emerged only after certain shortcomings of Thurstone's method were identified.

The problem with Thurstone's factor analytic method was that the factors it produced were constrained to be uncorrelated. In statistical lingo it produced only orthogonal factor solutions. This made it difficult to discover general factors even if they did exist (Cattell, 1943; Carroll, 1993). As an example, imagine that a set of *p* tests conforms perfectly to Spearman's model. Now add to the test battery two parallel forms

of each test currently included in battery (see Figure 6).[10] If test reliability is not perfect the parallel forms will correlate highly, but not unity. Applying an orthogonal factor solution with rotation to simple structure in this situation is likely to result in *p* orthogonal factors being produced—one for each triplet of parallel tests. There may not be any obvious evidence of a general factor if examination is limited to factor loadings and factor correlations.[11] This is problematic because we know that a general factor is present in this example.

Development of factor analytic methods that included the potential for correlated factors (e.g., Thurstone, 1947) addressed the shortcomings of orthogonal factor solutions. When these newer methods were applied to cognitive test data, a typical finding was that correlations between primary factors exhibited positive manifold (cf. Carroll, 1993). The use of orthogonal factor methods had hidden these correlations in previous investigations. Factor analyses of correlations between primary factors typically revealed a higher-order general factor (ibid.). This higher-order factor corresponds to Spearman's *g*.

In the end, Spearman and Thurstone were both correct in a sense. Spearman was right in his identification of a general factor for cognitive test scores. Thurstone correctly recognized the existence of group factors in addition to the general factor. In recognition of these findings modern taxonomies are typically hierarchically arranged (cf. Vernon, 1962). General ability is placed at the top. Below the general factor are broad factors common to subgroups of tests. Narrower, specific factors are found at the bottom of the

[10] Two parallel forms of each test are included to ensure that the factors are identified (cf. Mulaik, 2009).
[11] In this situation evidence for a general factor might still be found in a large first eigenvalue for the reduced correlation matrix, as well as a large number of cross-loadings onto the orthogonal factors (cf. Vernon, 1962).

hierarchy. Figure 7 presents an example of this type of taxonomy. The hierarchy can be interpreted in a manner similar to biological classification systems. Factors higher in the hierarchy indicate that general similarities exist between all abilities subsumed beneath them. At lower levels, more specific factors indicate clusters of abilities that share unique features among them. The one nuance is that in the factor analytic framework similarities are presumed to be the product of shared causal antecedents. Abilities that are more similar (i.e., grouped under factors at lower levels of the hierarchy) are assumed to share a greater number of common causes.

Both the CHC and Johnson-Bouchard verbal-perceptual-rotation (VPR) taxonomies adopt hierarchical representations of abilities. The *g* factor is present in both, as is the idea that all tests contain a unique factor that is not shared with other tests. These taxonomies differ primarily at the level of their description of broad abilities (Major & Johnson, 2013; Schneider & McGrew, 2012). CHC theory includes distinct factors for novel reasoning and acquired knowledge that are not present in the VPR. In addition, the CHC model contains approximately 16 broad abilities in the stratum below *g*. The VPR only contains 3 broad abilities below *g*. Each model will be discussed in turn.

Cattell-Horn-Carroll (CHC) Model

The CHC model contains three strata of factors (McGrew, 2009; Schneider & McGrew, 2012). In other words there are three levels in the hierarchy. At the top is *g*. Below *g* are 16 broad abilities that are grouped into three sets. The first set consists of abilities that are believed to reflect basic cognitive processes such as memory and processing speed. Factors included in this set are:

1. *Fluid reasoning (Gf):* Ability to successfully complete novel tasks that do not require previous knowledge for their solution. This ability is conceptually similar to Spearman's definition of *g* as the ability to draw inferences and recognize patterns (Carroll, 1993). A typical test of this ability contains stimuli arranged into a patterned sequence and asks the examinee to infer what the next member of the sequence should be.
2. *Short-term memory (Gsm):* Ability to retain information in immediate consciousness over short periods of time. The more information that is retained the better. A typical test of this ability presents examinees with a list of information to be remembered, and immediately following presentation asks the examinee to recall as much of the list as they can remember. Examinees who recall more information receive higher scores.
3. *Long-term storage and retrieval (Glr*): Ability to recall knowledge presented minutes, hours, days, or years beforehand. This ability differs from short-term memory by focusing on the recall of information that has already left consciousness. A typical test would present examinees with a list of words, then provide a fixed amount of time for examinees to memorize the list as well as possible. The list is then removed to end the memorization period. Recall may be tested minutes, days, or hours after the memorization period ends.
4. *Processing speed (Gs):* Ability to perform simple, repetitive cognitive tasks quickly and without error. A typical test would ask examinees to cross out every letter "a" that is present in a paragraph. The total time taken to complete the task

would constitute the score for this test. Lower times indicate greater processing speed. Tests of this factor are often self-paced.

5. *Reaction and decision speed (Gt):* Ability to make quick decisions when presented with stimuli. This ability differs from processing speed in that the focus is on decision speed when stimuli are presented one-at-a-time to examinees, with breaks in between. Tests are not self-paced. A typical test would require examinees to press a button as quickly as they can when a light turns on.
6. *Psychomotor speed (Gps):* The ability to move one's limbs quickly and fluidly. A typical example would be writing speed. Whether this ability should be considered a cognitive ability is dubious when adopting the definition offered in this dissertation.

The second set of factors in the CHC consists of abilities related to the successful perception of sensory information. The idea is that people differ in their ability to make sense of information delivered to them through specific sensory modalities (e.g., vision). This set of abilities does not include sensory acuity, such as whether a person can hear. What is of interest is how well a person perceives stimuli after they have been detected by the appropriate sensory apparatus. These abilities are hypothesized to reflect differences in how well sense-specific regions of the brain function (Schneider & McGrew, 2012).

7. *Visual processing (Gv):* The ability to complete tasks that require examinees to mentally simulate visual features of the environment. A typical test might require

examinees to describe how a paper with a hole punched in it will look when unfolded.

8. *Auditory processing (Ga):* The ability to detect and process meaningful nonverbal features of sounds. A typical test might require examinees to identify the phonemes present in unfamiliar words. Unfamiliarity can be created by using made up words, or words from a foreign language that examinees have not been exposed to.
9. *Olfactory abilities (Go):* The ability to detect and process features of odors. Tests of this ability are rarely featured in cognitive ability batteries. The existence of this factor is currently tentative (McGrew, 2009). A possible test would require examinees to correctly distinguish between similar smells that they have been exposed to.
10. *Tactile abilities (Gh):* The ability to detect and process information transmitted via touch. The existence of this factor is tentative in the current CHC theory. A possible test would require examinees to correctly discriminate between textures that they have been previously exposed to, while blindfolded (Schneider & McGrew, 2012).
11. *Kinesthetic abilities (Gk):* The ability to detect and process information transmitted to the brain via proprioceptive organs in muscles. The existence of this tentative in the current CHC theory.

A further ability describes differences in the ability to cognitively control motor functions. This ability is grouped with the sensory abilities in this theory:

12. *Psychomotor ability (Gp):* The ability to complete tasks that require physical precision and coordination. This ability does not appear to meet the definition for cognitive abilities offered in this dissertation.

Lastly, the CHC theory contains broad abilities that reflect acquired knowledge and skill. The *investment hypothesis* (Cattell, 1943; Cattell, 1987) states that these abilities are developed through the investment of basic cognitive capabilities (e.g., fluid reasoning; memory) into learning a content domain:

13. *Comprehension-knowledge (Crystallized intelligence; Gc):* Depth and breadth of knowledge and skills to which members of a culture are typically exposed. An example test would be a vocabulary test, using words from one's native language.
14. *Domain-specific knowledge (Gkn):* Depth and breadth of knowledge and skills in a narrow life domain to which not all members of a culture are exposed. Knowledge of psychometrics is a prime example. Most members a culture are not psychologists, and few have been exposed to psychometric topics. Foreign language proficiency is another example.
15. *Reading and writing (Grw):* Depth and breadth of knowledge and skills regarding written language. An example test would be a reading comprehension test.
16. *Quantitative knowledge (Gq):* Depth and breadth of knowledge and skills regarding math. An example test would be a mathematics knowledge test

A figural summary of the CHC taxonomy in Table 8. Factors from the lowest stratum are excluded for space. Over 80 narrow factors have been identified, however the nature of the factors at this stratum is not an area of dispute between ability taxonomies.

Evidence for Fluid-Crystallized Distinction. Although many different broad abilities are included in the CHC model, a central distinction is the one made between basic cognitive capabilities and acquired skills (Cattell, 1987; Horn, 1985). The CHC theory is an outgrowth of Raymond B. Cattell's theory of fluid and crystallized intelligence. The origins of the fluid-crystallized distinction can be traced to an article published by Raymond B. Cattell in *Psychological Bulletin* near the end of the Second World War. Based on experience with mental testing during the war, Cattell (1943) offered a critique of then-current norms in adult intelligence testing. He argued that one weakness of current tests was that they were based on an incorrect theory of adult intellectual development. Drawing together data on age differentiation in cognitive abilities, processing speed declines in adulthood, and clinical evidence that brain lesions affect test performance differently in children and adults, he proposed that adult cognitive functioning was best understood as the product of two separate types of abilities: fluid and crystallized. Fluid ability was characterized as the general ability to reason and recognize patterns. Crystallized abilities referred to an individual's store of knowledge.

Because the fluid-crystallized distinction is central to CHC theory and forms the basis of major critiques (Johnson & Bouchard, 2007), we will discuss the separate lines of evidence that led Cattell to propose and maintain this distinction throughout the various iterations of his theory (e.g., Cattell, 1963; Horn & Cattell, 1966; Horn & Stankov, 1982). The first line of evidence involved the differentiation of abilities with age. The idea is that cognitive abilities become more distinct (i.e., less correlated) with age. Cattell's explanation for this phenomenon was fluid ability was invested somewhat uniformly across knowledge domains in childhood (e.g., due to schooling), so that a

child's level of fluid ability could be used to infer how much knowledge she would possess about a wide variety of domains, and vice-versa. A statistical consequence is high correlations among abilities. In adulthood, fluid ability declines and is invested into more specific cognitive domains (e.g., verbal ability), including occupational knowledge and skills (e.g., knowledge of I-O psychology). Some cognitive abilities are lost during adulthood through brain injury or misuse. The result is lowered correlations among abilities.

Current evidence for the age differentiation hypothesis is mixed. Many studies find that correlations between cognitive tests are not lower in older samples (e.g., Bickley et al., 1995 Escorial et al., 2003; Juan-Espinosa et al., 2002; Tucker-Drob, 2009). However, there is reason to believe that differentiation in domain-specific knowledge increases during adulthood (Ackerman, 2000). During adulthood more time is spent investing knowledge into specific content domains associated with one's career, as opposed the more general distribution of investment that is enforced by primary and secondary schools. Studies that have examined the age differentiation hypothesis rarely include knowledge tests that would capture the types of knowledge that adults accrue through their professional pursuits. The norm is to administer cognitive batteries such as the WAIS (e.g., Juan-Espinosa et al., 2002) or Woodcock-Johnson (e.g., Tucker-Drop, 2009), which include tests of very broad knowledge domains that many examinees can be expected to have been exposed to (e.g., vocabulary). Different patterns of findings might result if tests of more specific knowledge domains were administered. Nonetheless, given the mixed findings in this field it is possible that Cattell's (1943) endorsement of the age differentiation hypothesis was misguided.

The second line of evidence that Cattell used to support the fluid-crystallized distinction involves age declines in abilities. A typical finding is that abilities related to processing speed and fluid reasoning decline during adulthood, whereas knowledge-based abilities remain stable or even improve (e.g., Beier & Ackerman, 2003; Klein, Dilchert, Ones, & Dages, 2015; Ones et al., 2012; Salthouse, 2014). An illustrative example from Salthouse (2004) is presented in Figure 9.

Cattell (1943; 1987) explained this pattern of findings by hypothesizing that the ability to reason and learn declines with age, whereas knowledge remains stable or increases. Knowledge can continue to increase because decreases in fluid ability do not prevent learning entirely. They just make it a slower process. Taken as a whole, this line of research supports a distinction between fluid and crystallized processes.

The third line of evidence Cattell (1943) used in his initial proposal of a fluid-crystallized distinction stems from clinical research on the effects of brain lesions. Research prior to 1943 had shown that brain damage during childhood could create pervasive cognitive impairments (Cattell, 1943, p. 178). Adults with brain damage tended to experience more localized impairments, mostly in speeded tasks and tasks requiring fluid reasoning. Verbal comprehension and verbal knowledge were less effected. Current remains consistent with these findings. Most notably, damage to the frontal lobe impairs fluid reasoning but leaves knowledge intact (Duncan et al., 1995; Roca et al., 2009). Thus, clinical research on brain lesions thus also supports a need for the fluid-crystallized distinction.

Carroll's (1993) Integrative Review and Re-Analysis of the Literature. Factor analyses provide a final line of evidence relevant to the fluid-crystallized distinction. The

most comprehensive review of the factor analytic evidence to date was provided by John Carroll (1993). Between the years of 1980 and 1990 Carroll conducted a comprehensive search of the ability literature to identify previous studies that had examined the factor structure of cognitive abilities. Over 10,000 studies were identified as possibly relevant. Of these studies, 1,500 contained adequate data in the form of correlation matrices or factor analytic results. Re-analysis of this many studies was deemed infeasible, and so a subset of approximately 480 were chosen based on consideration of breadth of abilities sampled and rigor of study design. Each dataset was re-analyzed using the current state of the art in factor analytic methods. Exploratory factor analysis was used rather than confirmatory factor analysis, because the intent was not to test the relative fit of prior theories.

Carroll's (1993) *Human Cognitive Abilities: A Survey of Factor Analytic Results* contains a narrative review summarizing the results of this research effort. Based on his interpretation of results he proposed a three-stratum model that was in many ways like the existing model that Cattell (1987) had proposed. Considering their similarities these models were later merged into the Cattell-Horn-Carroll taxonomy (McGrew, 1997). Of importance, Carroll interpreted his results as supporting a distinction between fluid and crystallized ability factors. This remains relevant because Carroll (1993) remains the most comprehensive summary of factor-analytic findings in the ability literature to date.

Although Carroll's treatise was received favorably by ability researchers, he himself recognized certain weaknesses in the methods that he used (Carroll, 1998). One weakness is that many studies containing usable data were left unanalyzed. The use of a narrative review methodology rather than meta-analysis is also a weakness, because

research suggests that human beings are not good at combining complex information on their own (Grove & Meehl, 1996; Goldberg, 1970; Kahneman, 2011; Kuncel et al., 2013). Narrative reviews can arrive at misleading conclusions regarding the state of a literature (Cooper & Rosenthal, 1980; Hunter & Schmidt, 2004). Finally, Carroll (1993) did not include any tests of his hypothesized model against competing models.

Burt-Vernon Theory and the VPR

Johnson and Bouchard's (2005a) VPR model has emerged as a recent competitor to the CHC. The VPR is an extension of a similar models proposed by Cyril Burt (1949) and Philip Vernon (1962). Like the CHC, the VPR contains a single general factor (*g*) at the highest stratum of the hierarchy. The broad abilities in the stratum below *g* differ from the CHC. In the VPR only 3 broad abilities are included at this stratum. These are list below (Johnson & Bouchard, 2005a; Johnson & Bouchard, 2005b; see Figure 10):

1. *Verbal-Educational (v:ed)*: Ability to complete tasks that rely on content taught in schools. This factor is called the *verbal* factor in the VPR; in Vernon's (1962, p. 32) original model it was *v:ed*. Because the creators of the VPR often include loadings from *v:ed* onto mathematics tests (e.g., Johnson, te Nijenhuis, & Bouchard, 2007; Major, Johnson, & Deary, 2012), it does not seem appropriate to call this factor *verbal*. Doing so might imply that the factor primarily reflects fluency in verbal processing. The inclusion of mathematics tests on this factor would not be appropriate if this interpretation is desired.
2. *Perceptual:* Ability to complete tasks that rely on content typically developed through non-school experience (Vernon, 1962). Mechanical skills, perceptual abilities, and psychomotor abilities are included in this category.

3. *Image Rotation*: The ability to complete tasks that require examinees to mentally simulate visual features of the environment. This factor is similar conceptually to the visual processing (Gv) factor in the CHC.

The three factors included in the VPR are somewhat broader than those found in the CHC. For example, the Perceptual factor appears to subsume at least two separate factors from the CHC (i.e., Gs, Gp). This is partly a feature of the model. The VPR contains 4 strata, as opposed to the 3 strata in the CHC (Johnson & Bouchard, 2005a). In CHC lingo the factors in the VPR reside in a stratum intermediate between *g* and the broad factors identified in the CHC. This difference will not be discussed in depth. Disputes between the CHC and VPR do not center on the correct number of strata. Carroll (1993) acknowledged that his choice of 3 strata was somewhat arbitrary. The more important dispute is whether a distinction between fluid and crystallized abilities is needed.[12]

Arguments against Fluid-Crystallized Distinction. Johnson and Bouchard (2005) discuss two possible reasons why the distinction between broad factors for fluid and crystallized abilities might not be needed. The first is that confirmatory factor analysis tend to produce results that indicate that *g* and Gf are identical (Gustafsson, 1984; Kvist & Gustafsson, 2008).[13] This finding implies that including a separate Gf factor is superfluous, and Gf should be combined with *g*. This argument says that distinguishing broad factors for Gf and Gc is unnecessary because there should be no broad Gf factor.

[12] This argument can be extended to say that no factors reflecting basic cognitive processes (e.g., fluid ability; memory) are needed in an ability taxonomy. The VPR states that the major group factors are defined by the content of tests, and that factors reflecting basic processes are not needed (Major, Johnson, & Deary, p. 544).

[13] See Major, Johnson, & Deary (2012) for a critique of final models obtained in these studies, however.

An interesting theoretical question is whether Cattell's (1987) preferred definition of Gf as a fluid reasoning factor should then be applied to *g*.

The second reason why a distinction between Gf and Gc might not be needed requires a nuanced interpretation of what factors from the typical factor analysis indicate. Factor analysis of cognitive test batteries can only identify parameters that govern *inter-individual* differences in behavior. That is, the factor analysis is attempting to identify causal variables that account for why people differ in their behavior.

From this perspective it is possible to view the Gf-Gc distinction as primarily relevant to explaining *within-person* cognitive processes. The idea seems to be that for any single person it is true that fluid reasoning capacities are invested into developing knowledge. But this distinction will only show up in factor analytic data if there are some cognitive tasks that rely primarily on knowledge, and others that rely primarily on fluid reasoning (i.e., test scores are not greatly affected by differences in prior knowledge). Johnson and Bouchard (2005a) argue that it is difficult to develop tasks that rely solely on fluid reasoning ability, without a person's level of prior knowledge also being important. The same could be said of the difficulty of developing a knowledge task in which fluid reasoning plays no role. Because most tasks benefit from *both* fluid reasoning and knowledge, it is difficult to disentangle these two factors as separate causes of individual differences in cognitive task performance. At minimum, differences in performance that are attributable to test content may overwhelm any differences due to differential requirements for Gf and Gc.

Evidence for the VPR. To date four separate studies have been published comparing the empirical fit to data of the VPR and CHC (Johnson & Bouchard, 2005a;

Johnson & Bouchard, 2005b; Johnson, te Nijenhuis, & Bouchard, 2007; Major, Johnson, & Deary, 2012). In every case the VPR has shown better fit to data than the CHC. The consistency of findings indicating better fit for the VPR is the primary reason that this theory should be considered a major competitor to the CHC taxonomy.

Despite these promising findings for the VPR, this research stream suffers from the small number of studies that have been conducted to date (Ones et al., 2012). The CHC model is based on hundreds of studies, whereas the VPR model in its current form is based on 5 separate datasets. The problem is that a single dataset can only contain a limited number of cognitive tests. A major strength of Carroll's (1993) review is the breadth of cognitive tasks that were captured in the various factor analyses that he summarized to create his model. The VPR theory has not yet extended itself to an equivalent scale. As only one example, Carroll (1993, pp. 176-177) spoke about foreign language aptitudes and the implications that these could have for a theory of ability. VPR studies have not examined foreign language aptitudes to date. The same can be said for auditory perception and domain-specific knowledge, among other abilities.[14] Until the VPR is able to attain a similar scale to that embodied by Carroll's (1993) synthesis, it cannot claim to be a truly comprehensive account of human abilities. Because including many tests in a single study is difficult, meta-analytic synthesis of the research literature provides the best method for creating the kind of empirical foundation that is necessary to test the viability of the VPR.

[14] The Hakstian & Cattell (1978) study that is reanalyzed by Johnson & Bouchard (2005a) does include a single test for auditory ability; however this test is not sufficient to identify a broad auditory factor of the type included in CHC theory. The original authors did not find an auditory factor in their data, likely for this reason.

Age as a Moderator of Factor Structure

Finally, discussion to this point has proceeded as if there were *one* best ability taxonomy that should be applied to all groups of people. It is possible that individuals from certain subgroups exhibit patterns of ability that are not well described by ability taxonomies developed using samples from the general population. Age will be examined as a moderator of correlations between cognitive abilities in this study.

How Cognitive Abilities Develop over Time. When discussing the relationship between age and cognitive abilities, there are two primary strands of research. The first examines how average scores on cognitive ability tests change across the lifespan. A general finding in this literature is that indicators of fluid abilities (e.g., fluid reasoning, processing speed) begin to decline at an earlier age than do indicators of crystallized abilities (e.g., knowledge). These types of trends are *not* the focus of the present study. However, one implication of differences in rates of decline for different types of abilities is that computing ability correlations across cohorts could confound *within-cohort* correlations with *between-cohort* differences in cognitive aging across the lifespan. The former is the interest of the present study. As such, correlations computed *within cohorts* are used when examining correlations between cognitive abilities across the lifespan.

Investment Theory and the Age Differentiation Hypothesis. As discussed above, the age differentiation hypothesis posits that cognitive abilities become more distinct (i.e., less correlated) with age. Cattell explained this phenomenon by hypothesizing that fluid ability was invested somewhat uniformly across knowledge domains in childhood so that a child's level of fluid ability could be used to infer how much knowledge she would possess about a wide variety of domains. A statistical

consequence is high correlations among abilities. In adulthood, fluid ability declines and is invested into more specific cognitive domains (e.g., verbal ability), including occupational knowledge and skills (e.g., knowledge of I-O psychology). Some cognitive abilities are lost during adulthood through brain injury or misuse. The result is lowered correlations among abilities.

Current evidence for the age differentiation hypothesis is mixed. Many studies find that correlations between cognitive tests are not lower in older samples (e.g., Bickley et al., 1995 Escorial et al., 2003; Juan-Espinosa et al., 2002; Tucker-Drob, 2009). Given these mixed patterns of findings, whether cognitive abilities become less correlated across the lifespan was investigated as part of the present study.

Present Study

This study uses meta-analysis to quantify the current state of the cumulative literature on cognitive ability inter-correlations and factor structure. Meta-analyses provide the best estimates of the mean and variability of correlations in a population (Hunter & Schmidt, 2004). The rationale behind these procedures is to let data speak for themselves by aggregating the results of many strict and conceptual replications of ability inter-correlations. Doing so enables the researcher to reach robust conclusions about the distribution of effect sizes in a domain. The level of robustness provided by meta-analytic estimates cannot be achieved in other ways, absent very large sample sizes and multiple samples. Meta-analytic reviews address the pitfalls of the more subjective narrative review, as discussed previously (i.e., human beings are not good at combining complex information on their own). As such, meta-analysis is the ideal approach for determining both the typical factor structure of cognitive abilities, and for determining whether age

and cultural background moderate this factor structure. No meta-analysis of this literature has yet been conducted. Research questions that will be investigated include:

Validating Stanek and Ones' (2017) Compendium. Taxonomies provide meaningful ways to classify psychological traits, including cognitive abilities. However, taxonomies do not tell researchers which tests should be grouped into the traits contained in the taxonomy. Compendia are needed for this purpose (Stanek & Ones, 2017). Compendia provide a key that can be used to link test scores to cognitive factors identified by taxonomies.

Historically compendia have been lacking in the cognitive ability literature. Recent efforts by Stanek and Ones (2017) provides a remedy to this situation. These authors classify over 1,000 different tests into the lower-order (3rd stratum and below) factors contained in the Cattell-Horn-Carroll (CHC) taxonomy.[15] It should be noted that the lower-order factors contained in the CHC have not been seriously challenged as a taxonomy of the cognitive ability factor space, unlike disagreements surrounding the factor structure at the 2nd stratum (see Figure 10 for an example from VPR proponents that contains lower-order factors nearly identical to those contained in the CHC). Although potentially valuable, however, the validity of Stanek and Ones' (2017)

[15] Although it could be argued that using the CHC's lower-order factors biases results towards the CHC, the present author disagrees with such an assessment. The primary arguments in the ability literature center around 2nd order factors—those directly below *g*. There are no serious challengers to the CHC categorization of narrow abilities. That is, there have yet to be systematic efforts to show that the CHC's categorization of abilities below the 2nd stratum is undesirable. Furthermore, studies by non-CHC authors have produced similar lower-order factor structures to those found at the 3rd stratum and below in the CHC (see Figure 10, in which lower-order factors mirror many of those present in the CHC). In addition, the Stanek & Ones (2017) compendium is in a very real sense the only game in town in terms of providing an objective way of classifying tests into cognitive factors a priori. Proponents of other factor models have yet to: (1) systematically establish what the factors below the 2nd stratum should look like, and (2) provide a means of linking test scores to these factors.

compendium has yet to be established. That is, empirical evidence that tests grouped into the same narrow factors by this compendium do in fact correlate highly with each other has yet to be shown. Accordingly:

Research Question 1: Do tests classified into the same cognitive factors by Stanek and Ones (2017) correlate highly with each other?

Zero-Order Correlations between Cognitive Abilities. Correlations provide a simple measure of bivariate association between constructs. That is, correlations provide basic insights into how closely two constructs relate to each other.[16] In addition correlation[17] matrices provide sufficient information to conduct many of the more advanced statistical methods used by psychologists. Accordingly, producing a comprehensive accounting of the magnitude of correlation between different cognitive abilities provides valuable information that can be used by future researchers for advanced modeling and theory testing. As such:

Research Question 2: What is the magnitude of correlation between different cognitive abilities contained in the Stanek-Ones compendium? Is it possible to discern systematic patterns in how different abilities relate to each other?

Factor Structure of Cognitive Abilities. Factor analysis can be used to model latent constructs that could produce the correlations observed in a dataset. Accordingly, these methods are often used to develop taxonomies of psychological traits. With this in mind:

[16] "Relate" here does not presume causality, which would be a fundamental statistical error.
[17] Or covariances

Research Question 3: What is the factor structure of lower-order (3rd stratum) cognitive abilities?

Research Question 4: How do broad (2nd order) factors identified through Research Question 3 relate to each other? What is the factor structure of abilities at this stratum?

Age Differentiation Hypothesis. The age differentiation hypothesis suggests that cognitive abilities become less correlated with age. Although there are many ways to operationalize this hypothesis, in the present study the *g* saturation of cognitive ability correlations will be used to test this hypothesis. Higher *g* saturation indicates that a greater proportion of the variance of variables included in a correlation matrix can be accounted for by a single factor. This will generally correspond to larger correlations between abilities included in the correlation matrix, especially in domains where a single factor sits atop hierarchical factor models (as in cognitive ability research).

Research Question 5: How does the *g* saturation of cognitive ability correlations change across the lifespan, when correlations are computed *within* age cohorts?

METHODS

Search Methods

Seven separate search methods were used to establish a meta-analytic database. An overriding goal of the literature search was to create as comprehensive a database as possible. To this end, multiple search methods were combined to make sure that relevant studies were not missed. Likewise, using multiple search methods allows for a built-in degree of redundancy between searches. This redundancy serves as a safeguard against accidental wrongful omission of studies (e.g., due to erroneous keystrokes)—a study that

is wrongly omitted or ignored in one search may be later captured in another. Each search method is described below:

1. **Journal Review.** A set of 25 journals were searched by hand to identify relevant studies. Journals were sampled from the domains of industrial-organizational psychology, military psychology, educational psychology, cognitive psychology, and personality psychology. Within each domain relevant journals were identified based on impact factor rankings, and the mission statements of the journals. In addition, to increase international comprehensiveness of the literature search, flagship journals of international psychology associations (e.g., *Scandinavian Journal of Psychology*) were also searched. A full list of journals searched is presented in Table 5. Of note, in one instance a preliminary search of a journal revealed almost no studies meeting the inclusion criteria for the present investigation. This journal (*Journal of Personality and Social Psychology*) was excluded from further review.
2. **Keyword Search: Cognitive Test Batteries**. During the journal search, a list of standardized test batteries featured in reviewed studies was compiled. This list was then supplemented with experimental military tests (e.g., the ECAT battery of the United States armed forces). This resulted in a list of 178 tests mentioned in the research literature. This list is presented in Table 6. A keyword search for each test was conducted in Google Scholar and, where relevant, the Defense Technical Information Center (DTIC).
3. **Keyword Search: Keyword Strings.** Additional searches were conducted in Google Scholar, Digital Dissertations, and DTIC to supplement the previous

keyword search. For Google Scholar an initial search using the terms “Cognitive Ability” and “Intelligence” produced an unmanageable number of studies (3,000,000+). The search was therefore narrowed by searching for the keyword string ([“cognitive ability” OR “intelligence”] AND “prediction” AND [“job performance” OR “GPA” OR “training performance”]. A small set of additional search terms were also used to supplement this initial search. A list of these additional keyword searches is available upon request. In general these additional searches added little beyond those previously described. For Digital Dissertations the search terms (“Cognitive Ability” OR “Intelligence”) were used to query studies present within the Management and Occupational Psychology sections of this database. For DTIC the keyword strings “cognitive ability” and “Project A” were used individually.

4. **Bibliometric Search.** During the previous searches a list was compiled of meta-analyses systematic reviews, and bibliographies within the cognitive ability domain. Out of an initial list 121 such studies, complete reference lists from 72 were obtained and scanned for inclusion. A list of the articles contributing to the reference search is presented in Table 7. The predominant reason that a study was not included in the reference search was failure to fully report studies contributing to a meta-analysis. Other reasons for exclusion were that a meta-analysis did not investigate cognitive ability correlations or otherwise covered topics that were not central to the present investigation (e.g., O’Connor et al., 2008). In a small number of cases a meta-analysis was performed using a primary dataset (e.g.,

SAT correlations from the College Board). References from these studies were also not included.

5. **Test Manuals.** Effort were made to obtain test manuals or technical reports that described test development for all test batteries contributing correlations to the meta-analytic database. An impediment to this goal was difficulty in obtaining out-of-print test manuals, and manuals for foreign tests. Nonetheless, test manuals or technical reports for 59 cognitive test batteries were obtained. For each test battery efforts were made to separately obtain and code test manuals for all published editions of the test (e.g., WAIS-R and WAIS-III). A list of test manuals included in the search is presented in Table 8.
6. **Data Repositories.** Three separate sources were used to identify online repositories of data. The first was the Inter-university Consortium for Political and Social Research (ICPSR) database. This data archive contains primary data for a large number (>8,000) of studies in the social sciences. To identify potential studies for inclusion the keyword string "Cognitive Ability" was entered into this database's built-in search engine. The metaBUS database was queried in similar manner

    In addition to the ICPSR and metaBUS databases, the International Society for Intelligence Research (ISIR) also provides links to cognitive ability databases. These links were examined to identify potentially relevant data. A useful outcome was the discovery of a data archive (http://www.iapsych.com) containing the original correlation matrices used in John Carroll's taxometric research.

7. **Direct Contact of Researchers.** In-person meetings were arranged with scholars at the University of Edenborough and the University of Ghent to obtain additional data potentially relevant to this study.

Initial Yield. The search methods produced a combined (non-exclusive) 153,553 research studies that were scanned for potential inclusion. Determining whether to include a study in the final meta-analytic database proceeded in two steps. In the first step, titles and abstracts for the 153,553 studies initially identified were scanned to determine whether each study could plausibly contain data relevant to the present investigation. At this stage the goal was to "select out" rather than "select in". That is, only cases where there was high confidence that the study did not contain relevant data were omitted at this stage. All others were retained for further review. Examples of studies excluded at this stage include biomedical drug trials, studies with clinical populations, and papers in the humanities. Following the first cut, 12,483 research studies were obtained and read[18] to determine whether they met more stringent criteria for final inclusion in the meta-analytic database.

Inclusion Criteria

Inclusion criteria. Each of the 12,483 studies obtained in the initial search was read to determine whether it met the criteria for inclusion in the meta-analytic database. In order to be included a study needed to (1) contain cognitive ability test data, (2) be conducted at the individual level of analysis, (3) report a zero-order correlation between

[18] In some cases a full text copy of a study identified for possible inclusion could not be located. Where this occurred, the study was omitted from further consideration. These studies are not counted as part of the 14,000+ studies obtained and read to determine eligibility for the present meta-analyses.

separate cognitive tests, or between cognitive tests and job performance, training performance, or performance in professional-track academic coursework (e.g., MBA students, undergraduates in nursing),[19](4) report sample sizes or otherwise information that could be used to compute a standard error, and (5) use cognitive tests that could be classified into the factor taxonomy of narrow abilities used in the present study. In addition, samples had to come from non-clinical populations, and include only persons 14 years or older.

Because of these inclusion criteria, a number of studies were not included in the meta-analytic database assembled for this project. Common reasons for exclusion included studies being non-quantitative in nature (e.g., Thorndike, 1919), use of clinical samples or samples below age 14 (e.g., Colom et al., 2007), inability to classify cognitive tests into the taxonomy used in the present study (e.g., Akhund, 2016), and studies that did not involve computing correlations between cognitive abilities, or between cognitive abilities and criteria of interest to this study (e.g., Batty et al., 2008). Another less common reason for exclusion was failure to report correlations (e.g., for factor-analytic studies; Carlstedt, 2001). Finally, the existence of a cutoff date for data entry also resulted in some studies being excluded from the meta-analytic database. A cutoff was established to allow approximately 1,500 hours for entry of cognitive ability inter-correlation data, and 1,500 additional hours for entering predictor-criterion correlation data. Because of these cutoffs not all studies identified as possessing usable data were able to be coded for the present analyses.

[19] Data based on correlations between cognitive ability and training performance, and between cognitive ability and performance in professional-track academic courses, is not used for the present dissertation.

Final yield. The final meta-analytic database of samples meeting inclusion criteria consisted of 2,356 independent samples from 1,030 separate research studies (total N = 3,644,876). Out of this total database, 764 independent samples from 452 separate studies (total N = 2,978,554) contributed data to meta-analyses of cognitive ability inter-correlations. These samples are the focus of this chapter.

Coding Procedure and Classifying Constructs

Information included. 60 pieces of information were coded for each study in the inter-correlation database. This information included all the standard data required to conduct meta analyses (e.g., sample size, correlations, study identifiers, artifact information), as discussed by Schmidt & Hunter (2014). In addition, detailed notes were taken on the presence of range restriction in each study. These notes included whether range restriction occurred and, if so, whether the restriction was indirect, direct, or the result of a multiple-hurdle system. Many studies (k = 70, N = 409,120) contained data from normative samples. An identifier was coded to indicate all such studies in the database.[20] Other information captured includes verbatim descriptions of cognitive tests by study authors (for use in classification), year and form used for all standardized tests with multiple published editions, and miscellaneous data on various characteristics of samples (e.g., age). A full list of all coded information is provided in Table A1.

Population Values for Artifacts. Range restriction corrections require population *SD* values to use for computing *u*-ratios. Test manuals and test development

[20] Most studies of this type used stratified random sampling designs. In one instance, a non-stratified sample was included in the normative database. For this sample (GATB B-1002 N=23,000+ national sample), means and standard deviations were close to the expected population values of M = 100 and SD = 20 for each test (USES, 1970). As such, it was deemed appropriate to include it with normative data.

technical reports were obtained and scanned for relevant population-level data. Wherever possible, *SD* values from stratified national samples were used. In some instances only applicant *SD* values were available. These values were used in lieu of national-normative *SD* values in these instances. When applicant *SD* values were provided for multiple different applicant populations, all values were averaged using sample-size weighting.

When entering data for use in range restriction corrections, population *SD* values were matched to the test edition used in a given study (e.g., GATB Form B-1002A). If population *SD* values for a particular test edition could not be obtained, the data was treated as missing. In some instances a study's authors did not report which edition of a test was used. In these cases population *SD*s from the test edition published most recently prior to the study's publication date were used, as long as said test edition was published within 10 years of the study's publication date.

Armed Services Vocational Aptitude Battery (ASVAB) test scores are sometimes reported on a raw score metric. The most recent national standardization sample for which raw score norms are available is the 1980 Profile of American Youth (PAY),[21] which used forms 8a through 10c. When data from these forms was reported on a raw score metric, the corresponding *SD* values from the 1980 PAY were used for correction. Linear equating was used to produce estimates of population *SD* values when data from later editions were reported on raw score metrics. Equating was made possible by the U.S. military's practice of administering new test forms randomly alongside reference versions of old forms when developing new test editions.

[21] The 1997 Profile of American Youth (PAY) is more recent. However, the ASVAB incorporated a computer-adaptive testing format around the time the 1997 PAY was conducted, and studies post-1997 do not report ASVAB raw scores.

Because corrections for range restriction are used in this study, it is necessary to distinguish between reliability values for restricted populations (i.e., range-restricted), and reliability values for populations without range restriction (Hunter, Schmidt, & Le, 2006). For this study reliability values in normative samples (or applicant samples, if values were provided for the sample used to estimate population *SD* values) were treated as unrestricted. All others were treated as restricted.

Data quality. Ensuring that data is of high quality is necessary for the results of a meta-analysis to be meaningful. Special care was taken to identify non-independent studies, and to identify and correct data entry and coding errors.

Independence of studies. The Hunter-Schmidt meta-analytic methods used in the present study rely on the assumption that effect sizes are independent of each other (e.g., were computed using unique samples). During data entry notes were taken regarding possible overlap between studies. Studies flagged as possibly overlapping were compared to determine whether samples were independent. In addition, an algorithm was written to identify all instances in the database where correlations between the same pair of cognitive ability constructs were identical. All correlations thus identified were checked to ensure independence. When a single study presented multiple correlations between the same pair of constructs, the correlations were averaged.

Data entry and coding errors. The first version of the meta-analytic database used in this study contained more than 100,000 correlation coefficients between cognitive tests. After excluding tests that could not be classified and redundant studies, the final meta-analytic database (used in reporting the final yield above) contained 38,862 correlation coefficients. When constructing databases of this size, it is plausible that some

data entry errors will occur. In order to guard against this possibility all data was screened for outliers using a criterion of the median ± 1.5 times the interquartile range. All values falling outside this range were checked for accuracy. Fewer than 20 erroneous values were identified in this fashion. In addition, all data was inspected visually for erroneous coding of the direction a test was scored. There were few errors of this type.

Classifying Cognitive Tests. Cognitive tests were classified using a compendium created by Stanek and Ones (2018). These authors classified over 1,000 cognitive tests into cognitive ability factors at three levels of the extended Cattell-Horn-Carroll model (McGrew, 2009). These factors include *g*, 11 broad ("second-stratum") factors, 83 narrow ("third-stratum") factors, and several compound factors for tests that include items from separate factor domains. Tests were sorted based on analysis of item content, factor analytic data, correlations with marker tests already classified in the compendium, and advice from experts in the cognitive ability domain (Dr. Kevin McGrew). Tests were always classified into the narrowest factor possible, with broader factors being used for tests with item content that crossed multiple narrow factors. Using the Stanek-Ones compendium was deemed preferable to the present author classifying ability tests into cognitive factors himself, due to the idiosyncrasies that could result from the latter approach. Other compendiums of this kind do not exist, or otherwise were not encountered while reading through 14,000+ articles for the present project.

One potential criticism of using the Stanek-Ones compendium is that tests are classified according to the CHC taxonomy, rather than the competing VPR taxonomy. While this is true, it is also true that most debate surrounding cognitive ability taxonomies has focused on broad (second stratum) factors at the stratum immediately

below *g*. Serious debate regarding the appropriate partitioning of narrower (third stratum) factors is rare. Therefore, using the Stanek-Ones taxonomy to classify tests into *narrow* ability factors should not be considered problematic, because there is little debate about the appropriate way to partition cognitive abilities at this level. The present study will conduct factor analyses at the level of narrow ability factors to empirically determine a reasonable factor structure for broad abilities. The broad factors which emerge from factor analysis of narrow (third stratum) abilities may—or may not—accord with CHC theory predictions. Whether or not this occurs is dependent on the data itself, rather than a priori decisions made by the author.

Classifying additional tests. While creating the meta-analytic database used in the present study, several tests were encountered which had not yet been classified in the Stanek-Ones compendium. Three approaches were used to determine whether these additional tests would be classified for the present project. First, the Woodcock-Johnson test battery (Schrank, McGrew, & Mather, 2014) contains detailed information on how the tests contained in the battery fit within the extended CHC model. Tests from this battery were thus sorted into factors according to these recommendations from the Woodcock-Johnson's authors. Because the cognitive ability expert consulted for the Stanek-Ones compendium is also an author of the Woodcock-Johnson, the choice to rely on recommendations from the Woodcock-Johnson's authors is reasonable.

Next, in some cases unclassified tests had been developed to mimic or otherwise mirror in content and administrative procedures tests that were already contained in the Stanek-Ones compendium. These tests were classified alongside the tests they mimicked. Likewise, in some cases "exemplar" test types were apparent, such as speeded symbol

identification tests (whether Finding A's, t's, yen symbols, etc.). When within the Stanek-Ones compendium all instances of an exemplar test type were classified into the same factor, additional instances of the exemplar encountered during the literature search were classified accordingly.

Third, for a small number of tests a joint classification conference was held between Prof. Deniz Ones, Dr. Kevin Stanek, and the present author. Selection of tests to jointly classify was based on the number of studies including the test, sample sizes of these studies, rarity within the database of the factor the test represented (based on preliminary classification by the present author), and how much data would be lost if the test were not classified.

Moderator Coding. Two moderators were originally intended to be examined—age and *g*-level of participants in a sample. However, studies frequently did not report means and SDs for cognitive ability tests (including those measuring *g*). Of studies that did report this information, the variance in mean *g* levels of samples was not large for those studies contributing data on cognitive ability inter-correlations. As such, this moderator was dropped from further analyses.

Samples were classified by mean age using three separate coding schemes. First, samples were classified into those with mean age of 40 or higher, and those below 40. This coding scheme corresponds to the United States' federal cutoff above which age discrimination in the workplace becomes illegal. Next, samples were classified into eight more granular categories—mean ages between 14-17, 18-19, 20-24, 25-29, 30-39, 40-49, 50-59, and 60+. When using these granular categories, missing estimates in meta-analytic correlation matrices were frequently encountered (e.g., age 20-24 lacked information on

correlations between visual processing and auditory processing). To enable complete meta-analytic correlation matrices to be created, three broader age categories were also created: 14-19, 20-39, and 40+.

When coding the age moderator, some instances were encountered where authors did not provide the mean age of a sample but *did* report information that could be used to group samples into one of the above categories. Examples include when authors reported only the age range of a sample, or when freshly minted recruits in the United States military were studied (all services have a maximum enlistment age below 40). In such instances the study was assigned to the appropriate age moderator category.

Analyses

Meta-analytic procedures. Psychometric meta-analysis (Schmidt & Hunter, 2014) was used to pool results across studies. Psychometric meta-analysis seeks to reveal scientific regularities that are masked when examining individual studies. The idea is that by combining results across studies and correcting for bias due to statistical artifacts, we can better establish scientific truths. Across a population of studies, mean corrected correlations (ρ)[22] tell us the average strength of relationship between constructs after statistical artifacts are controlled. The variability of corrected correlations (SD_ρ)[23] tells us whether ρ generalizes across studies in a domain. Two types of inferential statistics are typically computed for ρ. The first are confidence intervals, which are used to indicate how precisely ρ is estimated. Wider confidence intervals suggest less certainty that the estimate of ρ obtained from a given meta-analysis is a close approximation to actual ρ in

[22] Presented without an overbar, per convention.
[23] Net variability attributable to sampling error and differences in statistical artifacts across studies.

the population of studies.[24] The second type of inferential statistic typically computed for ρ are credibility intervals. The X% credibility interval provides an estimate of the range into which the middle X% of corrected correlations fall within the population of studies investigated. The difference between confidence intervals and credibility intervals is that confidence intervals provide an index of how precisely the mean corrected correlation (ρ) is estimated, whereas credibility intervals provide a range into which we can expect individual true-score correlations to fall when new studies are conducted.

In addition to ρ and SD_ρ, psychometric meta-analysis also produces estimates of the mean observed correlation ($\bar{r}$), variability of observed correlations before correcting for sampling error (SD_r), and variability of observed correlations after correcting for sampling error (SD_{res}). $\bar{r}$ and SD_r are simply summaries of the distribution of observed effect sizes, often computed using weighted least squares to take into account differential precision of estimated correlations across studies. SD_{res} estimates how variable observed correlations would be if sampling error did not exist—that is, if all studies were conducted using very large samples. The difference between ρ and $\bar{r}$ is that ρ estimates the average correlation that would be obtained if artifacts such as range restriction and unreliable measurement could be eliminated. $\bar{r}$ estimates the average correlation obtained within studies, which are inevitably afflicted by statistical artifacts. For all meta-analyses in this study, computations were done using the psychmeta package in R (Dahlke & Wiernik, 2018).

[24] Technically speaking, the X% confidence interval will cover the true population value X% of the time. Per the definition of confidence intervals, we should consider each value contained in the confidence interval equally plausible at X% confidence. If assumptions regarding the distributional form of the likelihood function are incorporated, we can also make inferences regarding the relative likelihood of values contained in the interval (Mayo & Spanos, 2011)—but that is neither here nor there.

Artifact corrections. All meta-analyses conducted for the present study incorporated corrections for range restriction and unreliability. The type of reliability estimate used for corrections differed depending on whether cognitive tests were speeded or not. For non-speeded ("power") tests, internal consistency reliabilities were used whenever possible. In some studies authors only reported alternate-forms reliabilities or short-term test-retest reliabilities. When this occurred, these reliabilities were used in lieu of internal consistency reliability. Long-term test-retest stability coefficients (e.g., longer than 3 months) were never used as measures of reliability. For speeded tests, only alternate-forms reliabilities and test-retest reliabilities were used.

Range restriction corrections were made using the Case V correction formula (Le, Oh, Schmidt, & Woolridge, 2015). Case V is a variant of Thorndike's Case III correction formula that can be used for indirect range restriction corrections when data required for the Case III correction is not available. Indirect range restriction corrections are preferable to direct range restriction corrections for the present study, because in no cases was the presence of participants in a sample solely determined by their scores on a single cognitive test.

Handling normative samples. Databases that combine population normative samples with non-normative samples can present a problem for meta-analyses that use artifact distributions. Artifact distributions are used when some studies do not report information on artifact values. These methods rely on the assumption that the observed mean and *SD* of artifact values can be used to approximate the mean and *SD* of artifact values that would be obtained if artifact information were available from all studies. This will occur when artifacts are missing completely at random (MCAR), such that the

probability of missing data is independent of the true value of artifacts in a study. When range restriction corrections are incorporated into meta-analysis and missing data is present for *u*-values, combining normative and non-normative samples will likely violate these assumptions.

To see why this is the case, note that—by definition—range restriction does not occur for population normative samples (at least asymptotically as sample size increases). This is equivalent to saying that the *u*-value for each such study is 1. Because lack of range restriction is definitional to this study design, the probability of missing data for *u*-values in this type of study is 0. For non-normative samples, in contrast, the probability of missing data is often greater than 0, and the mean *u*-value frequently does not equal 1. When these two assumptions regarding characteristics of non-normative samples are met—that is, if the probability of missing data is greater than 0 and the mean *u*-value does not equal 1—then combining normative and non-normative data to estimate artifact distributions for *u*-values will always result in calculated means being biased towards 1. Table 9 provides illustrative examples for a 30/70 split of normative and non-normative samples.

To avoid violating the assumptions inherent in using artifact distributions for meta-analysis, normative and non-normative samples were meta-analyzed separately. Results from each set of analyses were then combined using *N*-weighting (i.e., a form of second-order meta-analysis, cf. Schmidt & Hunter, 2014). Samples where authors corrected for multivariate range restriction using the Lawley (1943) formula were included with normative samples for the purpose of computing meta-analytic results.

Sample sizes were adjusted to account for increased sampling variability owing to the range restriction correction in cases where this was done.

Artifact generalization. Artifact distributions used to correct for range restriction and unreliability were computed separately for normative and non-normative samples. The unweighted mean and variance were computed for each respective artifact distribution, as were weighted means and variances using sample-size weights. The latter were used for artifact corrections. In addition, an overall artifact distribution was computed for reliability values, in which both normative and non-normative data were combined.

Zero-order correlations among cognitive abilities. Zero-order meta-analytic correlations were computed between all cognitive abilities represented in the meta-analytic database. The psychometric meta-analysis methods described previously were used for these analyses. For some abilities no artifact information was available. In these cases the sample-size weighted mean value of artifact values from other narrow abilities grouped within the same broad factor in the Stanek-Ones compendium were used instead. In cases where even this was not possible, the mean sample-size weighted value of artifacts across the entire sample was used.

For moderator analyses, there are two potential ways to correct for artifacts. The first is to use the artifact distribution for the overall sample. The second is to compute artifact distributions anew for each level of the moderator examined. Both estimates have their own advantages and disadvantages. Artifact distributions computed on the overall sample are likely to be more stable but can lead the analyst astray if artifact values differ across levels of a moderator. Artifact distributions computed within levels of a moderator

avoid this problem but are likely to suffer from greater sampling variability owing to smaller sample sizes. For this study a compromise between the two approaches was used. If an artifact distribution computed within a moderator level possessed $N \geq 300$ and $k \geq 3$, then this moderator level-specific distribution was used. Otherwise the artifact distribution from the overall sample was used. Although admittedly an arbitrary cutoff, it was felt that this decision rule achieved some balance between the competing advantages and disadvantages of differing approaches for estimating artifacts for moderator analyses.

Convergent and divergent validity. Convergent validity was examined in two different ways. First, I used meta-analysis to determine the strength of correlations between cognitive tests categorized together in the Stanek-Ones taxonomy (e.g., Cattell's Culture Fair Test and Raven's Matrices are both categorized as measures of inductive reasoning). If the Stanek-Ones taxonomy provides an accurate classification of tests into cognitive ability factors, then high correlations should be found between tests that are classified into the same ability factor by this taxonomy. This type of convergent validity will be called "within-factor convergence" below. The purpose is to differentiate this type of convergent validity (*tests* converging on the same *factor*) with the type discussed below (*narrow factors* converging on the same *broad factor*).

The second type of convergent validity examined in this study was the convergence (and divergence) of ability *factors* as operationalized by the Stanek-Ones taxonomy. The Stanek-Ones compendium classified narrow abilities into broader factors using the extended Cattell-Horn-Carroll model. If this model—and the Stanek-Ones compendium—are accurate, then we should expect to higher correlations between narrow abilities that belong to the *same* broad factor. Lower correlations should be observed

between narrow abilities that belong to *different* broad factors. To test this prediction, I created a meta-analytic correlation matrix that included all narrow ability factors present in the meta-analytic database. Convergent validity was established as the average correlation between narrow abilities belonging to the *same* broad factor. Divergent validity was established as the average correlation between narrow abilities belonging to *different* broad factors. This type of convergent and divergent validity will be called *across-factor* convergent and divergent validity below. It is worth noting that this discussion could also be framed in terms of multimethod-multitrait (MTMM) analyses. From this perspective there are multiple *broad factors* ("traits") being measured by different *narrow factors* ("methods").

Structural analyses. Exploratory factor analysis was used to examine the structure of narrow and broad cognitive ability traits. Because I desired to allow the possibility that the data would produce unanticipated factor structures, exploratory factor analysis was deemed more appropriate than confirmatory factor analytic models. The number of factors to extract was determine using a combination of parallel analysis (Horn, 1965), the Minimum Average Partial (MAP) criterion (Velicar, 1976), the Very Simple Structure (VSS) criterion (Revelle & Rocklin, 1979), and visual analysis of eigenvalue plots. The number of factors suggested by each criterion was compared, in the hope of finding agreement between criteria. If a majority of criteria indicated a certain number of factors to extract, then this number was used. When criteria were equivocal, factor solutions for all suggestions numbers of factors were obtained. Factor solutions were computed using the minimum residual (minres) method with oblimin rotation. At times, the minres algorithm would produce solutions containing Heywood or super-

Heywood cases. This problem frequently appeared to result from a factor being assigned to a single variable in the correlation matrix. This variable would then receive a factor loading slightly larger than 1. When this occurred, maximum-likelihood and (if problems persisted) weighted least squares solutions were obtained instead. If neither of these approaches solved the problem, the number of factors to extract was reduced by one and the process repeated. Visual inspection of factor solutions obtained using minres, maximum-likelihood, and weighted least squares revealed them to be quite similar in almost all cases.

g-Saturation by Age. To examine whether *g*-saturation of cognitive abilities varies across the lifespan, I created separate meta-analytic correlation matrices based on sample age. Due to missing data at the narrow factor level (i.e., relationships with no meta-analytic estimate available), correlations between broad factors were used. For each correlation matrix I computed a one-factor principal components solution and a one-factor solution using the common factor model. As with the exploratory factor analyses described previously, the minimum residual method was used for factor extraction. The variance accounted for by the first eigenvalue in the principal components solution and first factor in the common factor solution were used as alternative indicators of the g-saturation of each correlation matrix.

RESULTS

This study's results are based on data from over 700 independent samples and almost 3,000,000 individuals. Analyses were conducted in three stages. First, 127 artifact generalization meta-analyses were conducted to establish artifact distributions to use in later analyses. Second, findings for *narrow* ability factors (e.g., fluid ability—inductive

reasoning) are based on 1,719 meta-analyses of narrow ability inter-correlations, 167 analyses of narrow ability convergent and divergent validity, and 8 factor-analyses of meta-analytic correlation matrices between narrow abilities; additional sub-analyses using only data from the Woodcock-Johnson cognitive test battery involved 367 meta-analyses of narrow ability inter-correlations, and 2 factor-analyses of meta-analytic correlation matrices. Third, findings for *broad* ability factors (e.g., fluid ability) are based on 1,732 meta-analyses of broad ability inter-correlations (moderator analyses inclusive), 12 factor analyses of meta-analytic correlation matrices, and 12 analyses examining the impact of age on the g-saturation of these meta-analytic correlation matrices.

Artifact Generalization

Reliability. Table 10 contains reliability artifact distribution data computed by combining results across the entire meta-analytic database. Reliability artifact distributions for normative and non-normative samples considered separately are presented in Table 11 and Table 12. Across all ability factors, the average mean reliability computed using the entire meta-analytic database was.78 (for normative data, mean $\bar{r}_{xx}$ = .77; for non-normative data, mean $\bar{r}_{xx}$ = .82). Variability in average reliabilities across cognitive ability constructs was rather large, with mean reliability values ranging from $\bar{r}_{xx}$ = .28 for Domain Specific Knowledge--Investigative Knowledge to $\bar{r}_{xx}$ = .93 for Auditory Processing. Reliabilities were lowest (mean $\bar{r}_{xx}$ = .64 across the entire meta-analytic database) for narrow ability factors within the Domain Specific Knowledge broad factor. Excluding constructs from the Domain Specific Knowledge broad factor, the average mean reliability computed using the entire meta-analytic

database was.83 (for normative data, mean $\bar{r}_{xx}$ = .84; for non-normative data, mean $\bar{r}_{xx}$ = .82), which is .06 higher than the average with these constructs included.

Range Restriction. Table 13 contains range restriction artifact distributions computed for non-normative samples. Because normative data was not corrected for range restriction, range restriction artifact distributions were not computed for samples of this type. Across all ability factors, the average mean *u*-value for non-normative data was .90. Average mean *u*-values ranged .45 for Domain Specific Knowledge—Foreign Language Proficiency to 1.11 for Processing Speed.[25] Although these *u*-values are larger (i.e., less extreme) than those typically observed in the industrial-organizational psychology literature, their magnitude is not surprising when considering the nature of the present database. In the industrial-organizational psychology literature *u*-values are most frequently computed using employee samples. In contrast, many samples contributing to the present database were either non-random community samples, or applicant samples for which national normative data were available to use for range restriction corrections. Larger *u*-values are to be expected in these contexts.

Narrow Ability Factors

Meta-analytic results for inter-correlations between narrow ability factors are presented in Table 14 through Table 32. In addition to narrow ability inter-correlations, these tables also include information on correlations between narrow ability factors, *g*, and single-test indicators of broad ability factors.

[25] Measures of narrow abilities within the Processing Speed factor received separate u-value distributions, as indicated in the table. Only measures classified by Stanek and Ones (2017) as directly measuring the broad factor are included in this artifact distribution.

Within-Factor Convergence. The Stanek-Ones compendium classifies cognitive tests into factors present in the CHC taxonomy. Table 14 presents correlations between tests that this compendium assigns to the same ability factors. The relationships captured by these correlations will be referred to as "within-factor convergent validity" below. This name was chosen to reflect that the convergence being examined is between *tests* assigned to the *same ability factor*.

Across all ability factors, the average within-factor convergent validity ρ was .78. Values of this ρ ranged from to 1.00 for Verbal Ability—Comprehension Knowledge (as well as four others) to .39 for Domain Specific Knowledge—Life Sciences Knowledge (Applied). Within-factor convergent validity was lowest for narrow ability factors within the following broad factors: Domain Specific Knowledge (average ρ = .74), Processing Speed (average ρ = .63), Auditory Processing (average ρ = .60), and Visual Processing (average ρ = .59). The average within-factor convergent validity rises by .08 points to .86 when omitting these broad factors.

Convergent and Divergent Validity (across factors). Correlations between separate narrow cognitive ability factors as operationalized by the Stanek-Ones compendium's test classification are presented in Tables 15 through 32.[26] Table 33 presents the meta-analytic correlation matrix between these narrow ability factors. Using this correlation matrix it is possible to examine convergent and divergent validity for narrow ability factors. For the purposes of this study "convergent validity" refers to the

[26] As discussed below, factor analysis of narrow cognitive ability factors produced solutions similar to the Stanek-Ones compendium's CHC-based taxonomy. As such, it was felt that retaining the original taxonomy used by the compendium's authors was reasonable for convergent and divergent validity analyses.

size of correlations between *narrow* ability factors that are classified into the *same* broad factor in the CHC taxonomy. "Divergent validity" refers to the size of correlation between narrow ability factors classified into *different* broad factors. Of note, "convergent validity" has a different meaning than "within-factor convergent validity," as discussed previously.

Table 34 and Table 35 present results from analyses examining convergent and divergent validity. Two separate types of analyses are presented in these tables. The first ("all") reports convergent and divergent validity results when all correlations in the meta-analytic correlation matrix are included, regardless of the total *k* and *N* contributing to the correlations. The second ("large sample") reports convergent and divergent validity results when only correlations with $k \geq 3$ and $N \geq 500$ are included.[27] Because correlations using larger meta-analytic samples are likely to be more stable, only results from the large sample analyses will be reported here. Results for analyses that used all data regardless of sample size are similar to those reported below.

Overall Convergent and Divergent Validity. Table 34 reports convergent and divergent validity results. Convergent validity ρ's averaged .12 points higher than divergent validity ρ's (range = -.05 to .28). For all broad ability factors except one, convergent validity was larger than divergent validity. The exception occurred with Long-Term Storage and Retrieval. For this broad factor the convergent validity ρ was .42, while the divergent validity ρ was .47. When this broad factor was excluded from calculations, the average difference between convergent and divergent validity ρ's for the remaining broad factors rose .02 points to .14.

[27] Correlations with *k* less than 3, but *N* of at least 2,000 were also included in this analysis.

Considering the poor convergent and divergent validity results for Long-Term Storage and Retrieval, additional analyses were conducted for this factor. Previous research suggests a distinction between Learning Efficiency and Retrieval Fluency facets of Long-Term Storage and Retrieval (Jewsbury & Bowden, 2016). Results were therefore re-computed after splitting the Long-Term Storage and Retrieval factor into Learning Efficiency and Retrieval Fluency subfactors. The average convergent validity ρ for these subfactors was .55. The average divergent validity ρ was .45.

Convergent and Divergent Validity within Fluid and Crystallized Domains. The CHC ability taxonomy is premised on investment theory, which states that crystallized abilities arise through the interaction between fluid abilities, motivation, and environmental opportunity (Cattell, 1943; Cattell, 1987). A distinction between fluid and crystallized ability is central to this framework. With this in mind, convergent and divergent validity analyses were also conducted separately for narrow ability factors within the fluid and crystallized ability domains. These analyses answer the question of whether narrow ability factors can still be differentiated into separate broad ability factors after the fluid/crystallized distinction is taken into account. Table 35 presents results from these analyses. For all results reported below, the Long-Term Storage and Retrieval factor is split into Learning Efficiency and Retrieval Fluency subfactors.

For fluid abilities, the average convergent validity ρ was .57. The average divergent validity ρ was .44. Within broad ability domains, convergent validity ρ's between narrow ability factors averaged .13 correlation points higher than divergent validity ρ. Within-domain differences between convergent validity ρ's and divergent validity ρ's ranged from .07 for Visual Processing to .16 for Fluid Ability.

For crystallized abilities, the average convergent validity ρ was .79. The average divergent validity ρ was .68. Within broad ability domains, convergent validity ρ's between narrow ability factors averaged .11 correlation points higher than divergent validity ρ. Within-domain differences between convergent validity ρ's and divergent validity ρ's ranged from .04 for Comprehension Knowledge to .24 for Quantitative Ability.

More Detailed Descriptions of Divergent Validity Correlations for Narrow Ability Factors. This section provides a more detailed description of this study's divergent validity findings. Its primary purpose is to provide greater insight into patterns of correlations between narrow abilities that are assigned to *different* broad abilities in the CHC taxonomy. If this level of detail is not desired by the reader, she should feel free to proceed to the next section, which discusses factor analytic findings. Results in this section are presented separately for each broad ability factor in the CHC taxonomy.

Fluid Abilities (Gf). Table 16 presents divergent validity findings for narrow abilities within the Fluid Ability (Gf) broad factor. Because the CHC taxonomy distinguishes between fluid and crystallized abilities, it is worthwhile to consider divergent validity correlations with each separately. Divergent validities averaged ρ = .50 between narrow abilities in the Fluid Ability domain and other Fluid/Information Processing abilities. Divergent validities were largest with narrow ability factors from Auditory Processing and Visual Processing domains (mean ρ = .55 for both). One notable finding was that validity correlations were especially large between fluid abilities and the visualization facet of Visual Processing (ρ = .61). Likewise, divergent validity correlations were especially large with the working memory facet of Short-Term Memory

(ρ = .58; mean ρ = .48 across all narrow abilities in Short Term Memory). Divergent validities were smallest with narrow ability factors from the Reaction Time/Decision Speed domain (mean ρ = .41).

Turning to the crystallized ability domain, divergent validities averaged ρ = .62 between narrow abilities in the Fluid Ability domain and Crystallized abilities. Divergent validity correlations were particularly large between fluid abilities and Quantitative Ability/Knowledge (average ρ = .70). The quantitative reasoning narrow ability facet of Fluid Ability correlated ρ = .86 with Quantitative Ability/Knowledge. The induction narrow ability facet of Fluid Ability correlated ρ = .70. Moving beyond divergent validity correlations with Quantitative Ability/Knowledge, the average divergent validity correlation between narrow ability factors in Fluid Ability and Reading & Writing was ρ = .60. The average divergent validity with Comprehension Knowledge was ρ = .61.

Short-Term Memory (Gsm). Table 20 presents divergent validity findings for narrow abilities within the Short-Term Memory (Gsm) broad factor. Divergent validities averaged ρ = .41 between narrow abilities in the Short-Term Memory domain and other Fluid/Information Processing abilities. The size of divergent validity correlations varied depending on the facet of Short-Term Memory examined. Divergent validities with other Fluid/Information processing abilities were highest for working memory capacity (mean ρ = .51). Divergent validities were lower for memory span (mean ρ = .38) and short-term meaningful memory (mean ρ = .28). The largest divergent validity correlations were observed between working memory and Fluid Abilities (mean ρ = .58). The smallest were observed between memory span, short-term meaningful memory, and Visual

Processing (mean ρ = .31 for memory span; mean ρ = .21 for short-term meaningful memory).

Turning to the crystallized ability domain, divergent validities averaged ρ = .44 between narrow abilities in the Short-Term Memory domain and Crystallized abilities. As occurred with divergent validities for the Fluid/Information Processing domain, divergent validity correlations with Crystallized abilities were particularly large for working memory capacity (average ρ = .59) as compared with memory span (average ρ = .46) and short-term meaningful memory (average ρ = .31). One notable finding was particularly large correlations between working memory capacity and Quantitative Ability/Knowledge (ρ = .73). Otherwise, divergent validity correlations were similar with different Crystallized Ability domains—Reading & Writing (ρ = .50), Comprehension Knowledge (ρ = .47), and Quantitative Ability/Knowledge (ρ = .46).

Long-Term Storage & Retrieval—Learning Efficiency (Glr--LE). Table 20 presents divergent validity findings for narrow abilities within the Learning Efficiency (Glr-LE) broad factor. Divergent validities averaged ρ = .40 between narrow abilities in the Learning Efficiency domain and other Fluid/Information Processing abilities. The highest divergent validities were observed with the Short-Term Memory domain (mean ρ = .49). The lowest divergent validities were observed with the Reaction Time/Decision Speed and Visual Processing domains (mean ρ = .36 for each), as well as Retrieval Fluency (mean ρ = .32).

Turning to the crystallized ability domain, divergent validities averaged ρ = .45 between narrow abilities in the Learning Efficiency domain and Crystallized abilities. No clear trend emerged in terms of differential divergent validities across Crystallized ability

domains. Correlations were somewhat larger with Quantitative Ability/Knowledge and Comprehension Knowledge, compared with Reading & Writing. Divergent validities averages ρ = .51 with Quantitative Ability/Knowledge, ρ = .49 with Comprehension Knowledge, and ρ = .43 with Reading & Writing.

Long-Term Storage & Retrieval—Retrieval Fluency (Glr--RF). Table 21 presents divergent validity findings for narrow abilities within the Retrieval Fluency (Glr-RF) broad factor. Divergent validities averaged ρ = .41 between narrow abilities in the Retrieval Fluency domain and other Fluid/Information Processing abilities. The largest divergent validity correlations were found with Reaction Time/Decision Speed (mean ρ = .48), Fluid Ability (mean ρ = .46), and Processing Speed (mean ρ = .45). The smallest divergent validity correlations were found for Short Term Memory (mean ρ = .38), Auditory Processing (mean ρ = .33), and Learning Efficiency (mean ρ = .32).

Turning to the crystallized ability domain, divergent validities averaged ρ = .57 between narrow abilities in the Retrieval Fluency domain and Crystallized abilities. Correlations were generally larger with Quantitative Ability/Knowledge and Comprehension Knowledge, compared with Reading & Writing. Divergent validities averages ρ = .60 with Quantitative Ability/Knowledge, ρ = .58 with Comprehension Knowledge, and ρ = .48 with Reading & Writing.

Visual Processing (Gv). Table 22 presents divergent validity findings for narrow abilities within the Visual Processing (Gv) broad factor. Divergent validities averaged ρ = .44 between narrow abilities in the Visual Processing domain and other Fluid/Information Processing abilities. The largest divergent validity correlations were found with Fluid Ability (mean ρ = .55). Divergent validity correlations with Fluid Ability were especially

large for the visualization (ρ = .61), imagery (ρ = .76), closure speed (ρ = .64), and spatial scanning (ρ = .57) facets of Visual Processing. An additional finding of note was varying patterns of divergent validity correlations with Processing Speed. Larger divergent validities were observed for spatial scanning (ρ = .62), imagery (ρ = .52), and speed of closure (ρ = .50). Smaller divergent validities were observed for visualization (ρ = .40), visual memory (ρ = .42), and flexibility of closure (ρ = .33).

Turning to the crystallized ability domain, divergent validities averaged ρ = .45 between narrow abilities in the Visual Processing domain and Crystallized abilities. Divergent validity correlations were larger for Quantitative Ability/Knowledge (mean ρ = .57) than for Comprehension Knowledge (mean ρ = .44) or Reading and Writing (mean ρ = .39). Examples of large divergent validity correlations with Quantitative Ability/Knowledge include closure speed (ρ = .69), imagery (ρ = .64), and visualization (ρ = .52).

Auditory Processing (Ga). Table 23 presents divergent validity findings for narrow abilities within the Auditory Processing (Ga) broad factor. Divergent validities averaged ρ = .49 between narrow abilities in the Auditory Processing domain and other Fluid/Information Processing abilities. The largest divergent validity correlations were found with Fluid Ability (mean ρ = .55). The smallest divergent validity correlations were found with Reaction Time & Decision Speed (mean ρ = .38).

Turning to the crystallized ability domain, divergent validities averaged ρ = .56 between narrow abilities in the Auditory Processing domain and Crystallized abilities. No divergent validity correlations with Quantitative Ability/Knowledge were available.

Divergent validity correlations were similar with Reading & Writing (mean ρ = .58) and Comprehension Knowledge (mean ρ = .54).

Processing Speed (Gs). Table 24 presents divergent validity findings for narrow abilities within the Processing Speed (Gs) broad factor. Divergent validities averaged ρ = .45 between narrow abilities in the Processing Speed domain and other Fluid/Information Processing abilities. The largest divergent validity correlations were observed with Auditory Processing (mean ρ = .53) and Reaction Time & Decision Speed (mean ρ = .52). The smallest divergent validity correlations were observed with Short Term Memory (mean ρ = .38) and Long-Term Storage—Learning Efficiency (mean ρ = .38).

Turning to the crystallized ability domain, divergent validities averaged ρ = .39 between narrow abilities in the Processing Speed domain and Crystallized abilities. Divergent validity correlations were higher with Reading & Writing (mean ρ = .50) than for Comprehension Knowledge (mean ρ = .43) and Quantitative Ability/Knowledge (mean ρ = .44). The large average divergent correlation with Reading and Writing was due in part to high correlations between reading speed and Reading and Writing (ρ = .65). A similar phenomenon occurred for divergent validity correlations with Quantitative Ability/Knowledge. The number facility (ρ = .60) and pattern recognition (ρ = .58) facets of Perceptual Speed each correlated highly with the Quantitative Ability/Knowledge domain.

Reaction and Decision Speed (Gt). Table 25 presents divergent validity findings for narrow abilities within the Reaction and Decision Speed (Gt) broad factor. Divergent validities averaged ρ = .41 between narrow abilities in the Reaction and Decision Speed domain and other Fluid/Information Processing abilities. The largest divergent validity

correlations were observed with Retrieval Fluency (ρ = .48). The smallest divergent validity correlations were observed with Short-Term Memory (ρ = .34).

Turning to the crystallized ability domain, divergent validities averaged ρ = .40 between narrow abilities in the Reaction and Decision Speed domain and Crystallized abilities. No divergent validity correlations with Quantitative Ability/Knowledge were available. Divergent validity correlations were similar with Comprehension Knowledge (mean ρ = .40) and Reading and Writing (mean ρ = .39).

Quantitative Ability (Gq). Table 27 presents divergent validity findings for narrow abilities within the Quantitative Ability (Gq) broad factor. Because relationships between Quantitative Ability and abilities in the Fluid/Information Processing domains have already been discussed, only divergent validity relationships with other Crystallized abilities will be described here. Divergent validities averaged ρ = .67 between narrow abilities in the Quantitative Ability/Knowledge domain and other Crystallized abilities. Divergent validity correlations were similar with Comprehension Knowledge (mean ρ = .66) and Reading and Writing (mean ρ = .64).

Reading and Writing (Grw). Table 29 presents divergent validity findings for narrow abilities within the Reading and Writing (Grw) broad factor. Because relationships between Reading and Writing and abilities in the Fluid/Information Processing domains have already been discussed, only divergent validity relationships with other Crystallized abilities will be described here. Divergent validities averaged ρ = .71 between narrow abilities in the Reading and Writing domain and other Crystallized abilities. Divergent validity correlations were somewhat larger with Comprehension Knowledge (mean ρ = .71) than with Quantitative Ability/Knowledge (mean ρ = .64). A

particularly large correlation was observed between the reading comprehension facet of Reading and Writing and Comprehension Knowledge (mean ρ = .81).

Comprehension Knowledge (Gc). Table 30 presents divergent validity findings for narrow abilities within the Comprehension Knowledge (Gc) broad factor. Because relationships between Comprehension Knowledge and abilities in the Fluid/Information Processing domains have already been discussed, only divergent validity relationships with other Crystallized abilities will be described here. Divergent validities averaged ρ = .71 between narrow abilities in the Comprehension Knowledge domain and other Crystallized abilities. Divergent validity correlations were somewhat larger with Reading and Writing (mean ρ = .71) than with Quantitative Ability/Knowledge (mean ρ = .66). A particularly large correlation was observed between the communication ability facet of Comprehension Knowledge and Reading and Writing (mean ρ = .84).

Domain Specific Knowledge (Gkn). Detailed discussion of domain-specific knowledge is omitted from this section—this ability domain is discussed in greater detail when describing factor analytic results in the next section.

Factor-Analyses of Narrow Ability Domains. Factor analysis requires that correlation matrices do not contain missing data. In the present study, a large amount of missing data was encountered in the meta-analytic correlation matrix. Because of the large amount of missing data, a two-stage process was adopted for conducting factor analyses. Within each stage, missing data was eliminated to create complete correlation matrices. For all factor analyses, only correlations with $k \geq 3$ and $N \geq 500$, or otherwise $N \geq 2{,}000$ regardless of k, are used. This was done to enhance the stability of correlations contributing to the factor analyses.

For the first stage of analyses, factor analyses were conducted for narrow factors within each separate broad factor. Results from these analyses indicate which narrow ability factors best represent their respective broad factors. Table 36 through Table 42 present results from these analyses.[28] The best indicators of each broad factor are bolded in these tables. In one case, factor analysis indicated that a broad factor (Domain Specific Knowledge) should be split into two sub-factors (Hard Science/Mechanical Knowledge and Artistic/Humanities Knowledge). As such, Domain Specific Knowledge is split into these two sub-factors below. The best indicators for each broad factor, along with factor loadings, were:

- Fluid Ability (Gf): Induction (.92)
- Visual Processing (Gv): Visualization (.88)
- Processing Speed (Gs): Scanning (.92), Pattern Recognition (.87)
- Reading and Writing (Grw): Inconclusive (all possessed similar loadings)
- Comprehension Knowledge (Gc): Lexical Knowledge (.96), General Verbal Information (.92)
- Domain-Specific Knowledge—Mechanical/Hard Sciences (Gkn--MHS): Realistic Knowledge (Applied; .99), Mechanical Knowledge (.90)
- Domain-Specific Knowledge—Arts/Humanities (Gkn—AH): Artistic Knowledge (.98), Culinary Knowledge (.98), Conventional Knowledge (.90), Life Science Knowledge (Applied; .80)

[28] For some broad factors it was not possible to create a complete correlation matrix after eliminating missing data. Tables for these factors are not reported, because no factor analyses were possible.

For the second stage of analyses, all narrow ability factors were factor analyzed together. Separating the second stage of analyses from the first stage was necessitated by the pattern of missing data in the correlation matrix—correlations relevant to first stage analyses would have been eliminated if the first stage had not been kept separate from the second stage. More generally, missing data resulted in intractable data analysis problems when attempting to analyze all narrow ability factors together. Because of missing data, it was not possible to construct a complete meta-analytic correlation matrix in which all broad factor domains were represented. As an alternative, single-test indicators of broad factors were pulled into the analysis to shore up areas of the correlation matrix where missing data prevented the use of narrow factors to represent a broad ability factor. Because there are many ways that this could be accomplished, the factors present in a large multi-factor cognitive test battery (the Woodcock-Johnson) were used as a guide for this task.

Results from the second stage of factor analyses are presented in Table 46. A smoothing algorithm (Knol & Berge, 1989) was used to address issues encountered with a non-positive definite matrix. The original correlation matrix before smoothing is presented in Table 43, the smoothed matrix in Table 44, and data on the magnitude of changes in correlations between these matrices in Table 45. As an alternative to the smoothed data, it was also observed that the Woodcock-Johnson cognitive test battery contains representative tests from a large number of narrow ability factors covering almost all broad factors in the Stanek-Ones taxonomy. Factor analyses were also conducted using only tests from this battery. The meta-analytic correlation matrix using only tests from the Woodcock-Johnson is presented in Table 47, and factor analyses

presented in Table 48. No issues with non-positive definite matrices were encountered when using only the Woodcock-Johnson data.

Across both sets of factor analyses, cognitive abilities tended to cleave together in ways suggested by the Stanek-Ones taxonomy. Separate factors were observed for crystallized verbal abilities, fluid/visualization abilities, and perceptual speed in each analysis. In the Woodcock-Johnson analysis, separate factors were also observed for short-term memory and retrieval fluency. Taken as a whole, these analyses suggest that the Stanek-Ones compendium's CHC-based taxonomy is a reasonable map of the cognitive ability domain. However, one finding suggestive of an area where further improvements could be made is the tendency of quantitative knowledge factors to cleave together with fluid abilities. This tendency coincides with rather high correlations (above .80) between the Fluid—Quantitative Reasoning narrow factor and narrow factors in the quantitative knowledge domain.

Broad Ability Factors

Meta-analytic results for inter-correlations between *broad* ability factors are presented in Table 49 through Table 62. The Stanek-Ones compendium's taxonomy of broad cognitive ability factors was used to determine how to assign tests to broad ability factors.[29] A test could be coded as representing a broad ability factor if either (a) the test was categorized as a *direct measure* of the broad ability factor in the Stanek-Ones compendium, or (b) the test was categorized as measuring a *narrow ability* factor that is a

[29] It would also be possible to examine broad factor correlations using the phi (factor correlation) matrix from the factor analyses discussed previously. The current approach was considered preferable due to the large amount of missing data in the narrow factor correlation matrix. A larger amount of data could be brought to bear using the current approach. For the interested reader, phi matrices (factor-analytic estimates of factor correlations) are included in tables 46 and 48.

sub-facet of the broad factor in question. Analyses in the previous section identified some narrow ability factors that function as the most representative indicators of their respective broad factor. Where this occurred, only tests from these "best indicator" narrow ability factors were used to represent their respective broad factors.[30]

Factor-Analysis of Broad Ability Factors. Correlations between broad ability factors are presented construct-by-construct in Table 49 through Table 62, and as a meta-analytic correlation matrix in Table 63. Statistical criteria did not agree on the number of factors to extract, with Velicar's MAP, VSS, and a large first eigenvalue suggesting single-factor solutions, whereas parallel analysis suggested a multifactor solution. Accordingly, to provide the most complete picture of the data results from both single-factor and multi-factor solutions will be discussed. Table 64 presents results from the single-factor solution. For the single-factor solution, the highest factor loadings were obtained by Comprehension Knowledge (.94), Reading and Writing (.85), Fluid Ability (.81), and Quantitative Ability (.81). The lowest factor loadings were for Processing Speed (.36) and Short-Term Memory (.52).

Factor-analytic results for a multi-factor solution are presented in Table 65. To distinguish between *g* loadings and loadings on group factors these results are presented after a Schmid-Leiman transformation (cf. Carroll, 1993). When analyzed in this way the highest g-loadings were similar to those observed earlier. The three highest loadings were obtained for Comprehension Knowledge (.85), Reading and Writing (.77), and Fluid

[30] All analyses have also been repeated using *all* tests assigned to each broad ability factor in the Stanek-Ones compendium, as opposed to only the narrow factors established as best representatives of their respective broad factors. Results from these supplemental analyses were almost identical to those discussed below, and would not change the conclusions drawn from the data.

Ability (.76). The lowest g-loadings were once again obtained for Processing Speed (.38) and Short-Term Memory (.48). In addition, it is noteworthy that separate factors emerged for Crystallized and Fluid abilities in these analyses.

Age and g-Saturation

Table 66 presents results from analyses that examined the *g* saturation of broad ability factors across the lifespan. When *g* saturation was operationalized using the first eigenvalue of a principal components solution, it on average accounted for 58% of the variance in broad ability factors. This result was similar across age groups. One way of showing similarity across age groups is to compute the standard deviation of *g* saturation across age groups. In this sample, this standard deviation was 2%. Likewise, the largest difference in *g*-saturation across the age groups examined was 4% (60% for age 14-19; 56% for age 20-39). Results were also quite similar when *g* was operationalized as the first factor from a common factor model. Although average *g* saturation was lower for this analysis (53%), the standard deviation across age (2%) and largest difference in *g*-saturation across age groups (4%) were like those discussed previously.

DISCUSSION

Cognitive abilities have been described as among the most important traits for success in work, school, and life (Deary, 2001; Gottfredson, 1997). Based on sizable correlations between cognitive abilities and outcomes in these domains, some have argued that cognitive abilities research is the single most valuable contribution that psychologists have made to societal functioning (Cronbach, 1970). However, despite broad agreement surrounding the importance of cognitive abilities, the appropriate taxonomy for organizing the numerous abilities that have been identified remains a topic

of debate (e.g., the Kit of Factor-Referenced test formerly published by ETS identifies 72 separate narrow abilities [ETS, 1976]; Carroll [1993] and later CHC taxonomy authors [McGrew, 2009] identify 98). It is the current author's belief that lack of a unifying compendium that classifies cognitive ability *tests* into cognitive ability *factors* has been one historical impediment to addressing these taxonomic questions. A second impediment has been the lack of large-scale meta-analytic cumulation of correlations between cognitive tests/factors. The largest such effort to date (Carroll, 1993) relied on subjective combination of information gleaned from 400+ factor analyses. Considering research suggesting that human beings are unreliable when combining information (Karalaia & Hogarth, 2008) and possess limits on their ability to process large quantities of information (Cowan, 2010), it should not be assumed that a different researcher would arrive at the same conclusions if Carroll's (1993) study were repeated. An algorithmic approach relying on meta-analytic methods reduces subjectivity involved in arriving at conclusions.

Results from the present study advance this literature in three main ways. First, results provide initial support and validation for the Stanek-Ones compendiums' sorting of tests into cognitive ability factors. Second, results provide the first large-scale meta-analytic cumulation of cognitive ability inter-correlations. These correlations may have value on their own in some instances, such as for examining narrow hypotheses regarding ability inter-correlations (e.g., that Long-Term Storage and Retrieval should be split into sub-factors, based on MTMM data). The full meta-analytic database compiled for this project will also be made available at a future date so that researchers may tailor meta-

analyses to their own research questions. Third, factor analyses of meta-analytic data directly address questions surrounding the factor structure of cognitive abilities.

Validation of Stanek-Ones Compendium

Results from the present study provide support for the Stanek-Ones compendium's classification of cognitive ability *tests* into cognitive ability *factors*. Within-factor convergent validity between tests classified into the same narrow ability factors was on average .78. This finding suggests that the Stanek-Ones' classification of tests into narrow ability factors is reasonable. Furthermore, MTMM analyses that examined *across-factor* convergence between narrow abilities situated under the same broad factor revealed promising patterns of findings—convergent validities generally were larger than divergent validities by an average of .10-.15 points. Factor analyses based on tests classified into ability constructs using the Stanek-Ones compendium likewise produced meaningful patterns of findings that adhered to expectations derived from previous taxonomic work in the cognitive ability domain.

For the purposes of validating the Stanek-Ones compendium, the most important thing to keep in mind is that *none of these outcomes were guaranteed in advance*. Finding consistent and meaningful patterns of correlations within and between ability factors—as occurred in this study—required the Stanek-Ones compendium's classification scheme to possess a reasonable degree of accuracy in its linkage of tests to ability factors.

Importance of Validating Stanek-Ones Compendium. Taxonomies provide meaningful schemes for grouping psychological traits. However, a taxonomy does *not* provide information on how to categorize measures or tests into the factors/groupings identified by the taxonomy. Compendia are needed for this purpose (Stanek & Ones,

2017). Compendia provide a key that can be used to link test scores to cognitive factors identified by taxonomies. Without compendia to summarize the linkage between measures and factors, idiosyncratic categorization of measures is likely. Such idiosyncrasies abound in industrial-organizational psychology (ibid.). The Stanek-Ones compendium provides structure and unity in linking cognitive tests to cognitive factors. By doing so it mitigates against inappropriate categorization of measures into factors, and facilitates the development of a cumulative science.

Although the Stanek-Ones compendium addresses an important need in the literature, the validity of its categorization of test scores into cognitive factors should be established empirically rather than merely assumed. Results from the present study provide such empirical support for the compendium. Accordingly, the field of industrial-organizational psychology would benefit from increased use of this compendium in the future. In terms of improving the compendium, the greatest current needs are to increase the number of tests present in the compendium and to develop guidelines for researchers to use for provisionally classifying tests that are not yet present in the compendium.

Cognitive Ability Structure

Recently, scholars have debated the most desirable taxonomy to use for organizing cognitive abilities. A complete answer to this question is beyond the scope of a single study. Things that must be considered include similarities in patterns of change and development across the lifespan, behavioral genetic findings, insights from brain imaging and neuroscience, whether abilities are similarly modifiable by training or otherwise share similar etiology, impact of different taxonomies on end-user behavior of

scientists and practitioners,[31] and correlational evidence such as that provided by MTMM methods and factor analysis. The present results only speak to the last of these criteria.

In general, results from this study corresponded to what would be expected based on CHC theory. It is worth noting up front that a direct statistical comparison of CHC and VPR-based models was not undertaken due to concerns over the more nascent stage of taxonomic work on the VPR (e.g., lack of taxonomic work linking narrow cognitive abilities to VPR broad factors), and a desire to let the data "speak for itself" via exploratory factor analysis (EFA). Nonetheless, EFA results generally coincided with CHC predictions. Separate factors for fluid and crystallized abilities were found—and notably, this separation was observed both for factor analyses of narrow abilities into broad factors, and when factor analyzing broad abilities into an intermediary stratum between broad abilities and *g*. Furthermore, although perceptual speed groups together with fluid abilities and mechanical reasoning to form a Perceptual factor in the VPR taxonomy (Johnson & Bouchard, 2005; Johnson et al., 2007), perceptual speed formed its own factor in the present study.

More generally, the broad ability factors that were identified through EFA tended to correspond to factors present in the CHC taxonomy. For example, crystallized abilities split into separate factors for Crystallized Knowledge (Gc), Reading and Writing (Grw), and Math Knowledge (Gq) in ways predicted by CHC. Furthermore, in some cases where a broad ability factor contained in the CHC taxonomy did not emerge, narrow abilities that were grouped a priori into the unrealized broad factor "travelled together" in factor

[31] Put succinctly—will the taxonomy lead people to do ill-advised things? As one example, a taxonomy that fails to consider the decline in fluid abilities across the lifespan could leave practitioners with a "blind spot" if adopted widely. This blind spot could beget lawsuits.

analytic results. A prime example occurred for Short-Term Memory (Gsm). The narrow ability factors grouped a priori together into this broad factor "travelled together" across various factor analyses—including when alternative EFA models (+/- 1 factor beyond those tabled in the results section; alternative factoring methods) were fit to the data. These types of results suggest that some broad ability factors were collapsed into other broad ability factors in the factor analyses, perhaps due to having fewer indicators than were present for other factors.

Although more rudimentary, the MTMM analyses that were used to validate the Stanek-Ones taxonomy also provide support for agglomeration of narrow abilities into CHC-based factors.[32] These analyses found that convergent validities were larger than divergent validities when narrow ability factors were sorted into the CHC's broad ability factors. This finding is consistent with what would be expected based on the CHC taxonomy.

Unsupported CHC predictions. Although it is the author's opinion that the current results in general match predictions from the CHC model, not all predictions following from the CHC taxonomy were supported in the present study. For three factors in particular, results did not support CHC predictions. These factors were quantitative abilities, visual processing, and long-term storage and retrieval.

Quantitative ability/knowledge (Gq—a crystallized ability) correlated highly with fluid abilities in the present study. Correlations were especially high between quantitative ability/knowledge and fluid ability—numerical reasoning. This finding contrasts with

[32] For this analysis, it is important to note that a corresponding test of MTMM for VPR was not conducted, due to lack of clarity regarding how narrow ability factors map onto VPR broad/second-stratum factors.

what would be expected based on CHC theory, where quantitative ability/knowledge is grouped together with other knowledge domains. It is possible that quantitative ability/knowledge and fluid reasoning are in fact highly correlated at the construct level. However, it is also possible that measurement deficiencies are partly to blame for the high correlations observed in this study. In particular, items found in quantitative ability/knowledge tests can often seem quite like those found in numerical reasoning tests. Future research should examine item-level correlations between quantitative ability/knowledge tests, numerical reasoning tests, and inductive/deductive reasoning tests to shed additional light on the possibility that measurement issues are driving correlations between fluid abilities and quantitative ability/knowledge.

Although the CHC theory includes a single factor for Visualization (Gv), support for this factor was middling in the present study. MTMM-based support for this factor was weaker than for other broad ability factors. Likewise, EFA generally produced solutions where the visualization sub-facet of this broad Visualization factor grouped together with fluid abilities,[33] while the visual memory sub-facet of Visualization grouped together with memory tests or crystallized abilities.[34] The finding that the visualization sub-facet groups together with fluid abilities in EFA solutions supports predictions from the VPR taxonomy. In this taxonomy, these traits are grouped together within a higher-order Perceptual factor (Johnson et al., 2007).

A third area where predictions from CHC theory were not supported involved the Long-Term Storage and Retrieval (Glr) broad factor. Support for a single over-arching

[33] Grouping of the visualization sub-facet of Visualization with fluid abilities might be expected if both Gf and visualization correlate highly with—and serve as indicators of—*g*.
[34] Data was not sufficient to include other sub-facets of Visualization in factor analyses.

Long-Term Storage and Retrieval factor was poor in this study. MTMM analyses showed higher *divergent* validity (.47) than *convergent* validity (.43) for this factor. EFA solutions likewise split narrow abilities categorized into Long-Term Storage and Retrieval into separate factors. Results from this study unequivocally indicate that a single Long-Term Storage and Retrieval factor is not supported by data. Rather, a better solution is to split Long-Term Storage and Retrieval into separate Learning Efficiency and Retrieval Fluency sub-facets. Learning Efficiency corresponds to the rate at which an individual can learn and store of new information in long-term memory (Stanek & Ones, in press). Retrieval Fluency corresponds to the rate at which an individual can access information *already stored* in long-term memory (ibid.). Consistent with predictions from the VPR taxonomy, the present study found a cross-loading for Retrieval Fluency onto a higher-order crystallized factor when conducting EFA on broad ability factors. In addition, EFA conducted on narrow ability factors produced solutions that grouped Retrieval Fluency sub-facets with processing speed, which provides a meta-analytic replication of a finding previously reported by Jewsbury and Bowden (2016) based on factor analyses of primary data. Taken together these findings suggest that Retrieval Fluency may reflect a confluence of crystallized knowledge present in memory, and processing speed to enable quick retrieval of this information from memory. The splitting of a broad Retrieval Fluency factor into Learning Efficiency and Retrieval Fluency subfactors justifies and mirrors the recent proposal by Kevin McGrew to split this broad ability into these subfactors (see http://www.iqscorner.com/2017/07/cattell-horn-carroll-chc-theory-of.html).

Other Reasons to Favor CHC. Factor analysis should not be the only consideration when creating taxonomies of ability factors. For psychologists working in industry an equally important consideration is the change in test scores over the lifespan. A major concern for organizations in the United States is whether test scores are equivalent for candidates who are members of protected groups. One such protected group is employees aged 40 and above. From this perspective one major advantage of the CHC is that it groups together abilities that have similar aging curves. This feature of the taxonomy allows applied psychologists to readily evaluate which classes of tests may create adverse impact risk given typical applicant populations for jobs in their organization. Identifying early of those classes of tests are risks for adverse impact allows practitioners to be proactive in requesting data from test vendors about adverse impact in comparable organizations, or otherwise selecting other classes of tests that are not adverse impact risks.

Where do we go from here? The current study provides support for many predictions from the CHC taxonomy, while also identifying areas in need of improvement. A reasonable question to ask is what a useful future course for research in this domain might look like. In the author's opinion the most useful course of action would be to modify the CHC taxonomy based on the present results, rather than creating a new taxonomy wholesale (e.g., the field has no need of a Stanek-Ones-Kostal taxonomy separate from the CHC and Vernon/VPR models). The first modification that needs to be made is to split the Long-Term Storage and Retrieval factor into the sub-factors discussed previously. Results from EFA did not give many reasons to consider moving the Learning Efficiency factor away from its current position as an information processing

factor in the CHC. This is not the case for Retrieval Fluency. High cross-loadings on crystallized knowledge factors (in addition to high loadings on information processing factors) suggest that serious consideration should be given to where this factor sits in the CHC taxonomy. It is possible that the underlying psychological factors that facilitate performance on tests of Retrieval Fluency span both crystallized and information processing domains. High scores may be a function both of the quantity and chunking of knowledge in long term memory, as well as processing speed and the ability to think "on the fly" to create new ideas out of pre-existing ideas. With regards to chunking, it is worthwhile to note that current consensus in cognitive psychology suggests that only 3-5 chunks of information can be held in awareness at any one time (Cowan, 2010). When Retrieval Fluency tests are timed, holding a greater amount of information in awareness at once may provide the dual benefit of increasing the amount of information that can be immediately spilled onto the test page, as well as increasing the number of ideas or words in immediate awareness that can be combined to create new ideas.

Cognitive Abilities across the Lifespan—the Age-Differentiation Hypothesis

The age differentiation hypothesis states that relationships between cognitive abilities differ across the lifespan. Although this hypothesis can take many forms, in the present study focus was limited to whether the *g*-saturation of cognitive abilities differs across the lifespan. This was operationalized using the proportion of variance in a set of cognitive ability factors that can be explained by the first principal component of their inter-correlation matrix, or otherwise the first factor extracted in a principal axis factor analysis. In the current study results did not provide support for age differentiation thus

operationalized. Rather, the total amount of variance across abilities accounted for by *g* is relatively constant across age.

The finding that *g* saturation does not differ by age has implications for industrial-organizational psychology. There is a long history of investigations into whether non-*g* abilities can provide incremental predictive power beyond *g* (e.g., Hunter, 1983; Ree & Earles, 1994). Changes in incremental predictive power can come from two sources—changes in correlations between *g* and other abilities, or changes in the strength of correlations between *g*, non-*g* abilities, and criteria. The finding that *g*-saturation of abilities does not notably change over the lifespan suggests that changes in incremental predictive power across age groups is unlikely absent changes in predictive validities.

Limitations

Missing Artifact Values. Although attempts were made to obtain population mean and *SD* values for all tests contributing correlations to the meta-analytic database, population normative data for some tests could not be obtained. Common reasons included test manuals not including population normative data, university interlibrary loan not being able to obtain test manuals, and inability to find a vendor from which to buy test manuals when these manuals could not be loaned. It is possible that artifact distributions would differ if this information were available. Nonetheless, a large amount of artifact information was still present in the meta-analytic database (see, for example, *N* and *k* for artifact distributions). As such, although it is possible that more information on artifacts would alter meta-analytic results, the probability of this creating problems for the current study does not appear to be greater than that typical for most meta-analyses in the research literature.

Unexamined Moderators. It is possible that moderators not examined in the present study could shed additional light on results. For example, whether a test was designed for individual administration (e.g., WAIS) or group administration (e.g., ASVAB) could have an impact on correlations between tests. In the present study the author was not able to code features of test development in a way that would allow investigation of these possibilities. However, the finding that results from the Woodcock-Johnson (an individually-administered tests) produced similar factor-analytic findings to results obtained using the entire meta-analytic database provides some assurance that this feature of tests does not confound results.

Coding Scheme used to Classify Tests. Two limitations stem from the coding scheme used to classify tests. The first is that some tests present in the meta-analytic database do not appear in the Stanek-Ones compendium. These tests were not included in the present study. Even with these tests omitted, however, results from this study are still based on data from roughly 1,000 cognitive tests spanning over 150 separate test batteries.

A second potential criticism of the classification scheme used in this study is that the Stanek-Ones compendium is based on the CHC taxonomy (Stanek & Ones, 2017). While this is true, it is also true that most of the debate surrounding cognitive ability taxonomies has focused on broad factors at a stratum immediately below *g*. Serious debate regarding the appropriate partitioning of narrower factors is rare. As such, using the Stanek-Ones taxonomy to classify *narrow* ability factors should not be considered problematic. In the present study the use of broad ability factors based on the CHC taxonomy only occurred after empirically verifying the plausibility of this factor structure

for broad abilities using EFA and MTMM on narrow ability factors. As such, this aspect of the study should also not be considered problematic, as CHC-based predictions were tested rather than assumed. In addition, no compendium comparable to the Stanek-Ones taxonomy exists for classifying tests into the VPR taxonomy, and the literature linking *tests* to *factors* in this taxonomy is still nascent (cf. ETS Kit of Factor-Referenced Tests for an example of this type of endeavor in the CHC framework). That is, there does not currently exist any set of "best practice" guidelines for classifying tests into factors contained in the VPR.

Other Sources of Data. Some of the world's data on cognitive ability tests was undoubtedly missed during the literature search. Studies from non-Western sources proved particularly difficult to find. It is possible that the use of search engines developed in the United States impeded finding these studies.

Although extensive efforts were made to obtain unpublished data from test manuals and technical reports published online, test vendors were not contacted for data to provide to the present study. The choice to delay contacting vendors was pragmatic in nature. Providing unpublished data to researchers takes time and costs organizations money. The author considered it more likely that test publishers would be willing to provide data after successful completion of the PhD, when a manuscript is already under review with a journal. Although this approach could raise concerns about publication bias, such fears are likely unnecessary. The data included in the present study relied extensively on population normative samples, and unpublished technical reports, and published test manuals. Roughly half of the total *N* in the meta-analytic database consists of population normative data. A sizable amount of the remaining *N* is accounted for by

technical reports and test manuals. Published journal articles contribute a notable minority of the total *N* present in the meta-analytic database.

A final limitation of the present study is the sparse representation of working memory tests in the meta-analytic database. A primary reason for this sparsity is that when coding studies, priority was given to those which (i) used professionally-created and validated test batteries (e.g., ASVAB, DAT, GATB, WAIS, Woodcock-Johnson, etc.), (ii) used experimental test batteries created by cognitive testing professionals (e.g., experimental military tests, or tests created by research organizations such as ETS), (iii) contained population-normative samples, (iv) contained information on large numbers of separate cognitive tests, or (v) involved large sample sizes. Working memory tests are, in general, under-represented in studies fitting these criteria. As a result, working memory tests are also under-represented in the meta-analytic database. It is worthwhile to note that this under-representation of working memory tests is an artifact of the cutoff date for coding studies, and decisions made about which types of studies to prioritize.

Chapter III

Predictive Power of Cognitive Abilities in Work Settings: A Comprehensive Meta-Analytic Update

"From the point of view of practical value, the most important property of a personnel selection method is the predictive validity."

Frank L. Schmidt & John Hunter (1998, p. 262)

This chapter presents results from a series of meta-analyses of cognitive ability predictive validities for job performance criteria. The goals of these meta-analyses were to (1) provide a comprehensive update to the literature on linkages between cognitive abilities and job performance criteria; (2) determine validity coefficients for cognitive abilities against the complete job performance criterion space, as defined by modern models of job performance (e.g., Campbell & Wiernik, 2015); (3) determine the impact of separating task performance measures from overall performance measures when calculating validity coefficients; (4) determine validity of non-*g* abilities when abilities are classified using a compendium that limits idiosyncratic coding decisions; (5) determine whether fluid or crystallized abilities produce higher validities with job performance criteria; (6) determine whether particular *subfactors* among fluid and crystallized abilities (e.g., fluid reasoning, perceptual speed, etc.) possess especially high predictive validities for job performance criteria; and (7) determine whether any abilities show differential predictive validity depending on the age of workers sampled.

Introduction

Predictive validity is the *sine quo non* for a test to have usefulness in applied psychology. Applied psychologists use test results to inform decisions regarding employee selection (Ryan. McFarland, & Baron, 1999), student admissions (College Board, 2016), or the correct intervention to help individuals overcome difficulties that they are experiencing (Schneider & McGrew, 2012). The idea is that a test score can tell us something about a person that we could not otherwise know, or at least not as easily know. This something could be the probability of performing well on the job, likelihood of responding to a certain treatment, or any other event under the sun that we deem valuable. Showing a correlation between scores on the predictor and scores on the criterion (e.g., job performance, successful response to treatment) establishes the appropriateness of drawing predictive inferences from test scores. The resulting correlation coefficient is known as a *validity coefficient* (or more accurately, criterion-related validity). Higher validities are better.

In Chapter 1 (pp. 9-17), we discussed evidence for the predictive validity of *g*. The conclusion was that *g* predicts a wide range of positive outcomes. The predictive power of *g* often exceeds that found for other traits (Schmidt & Hunter, 1998). Tests that measure *g* are some of the best predictors of performance in school and at work. In this chapter we will expand on these findings. Our focus will be on four facets of this literature—recent calls for updating estimates of *g*'s validity, the importance of increased rigor in treatment of the job performance criterion space in validity studies, predictive power of non-*g* abilities (with special focus on differences in prediction between fluid and crystallized abilities), and the predictive power of abilities across the lifespan.

Validity of *g* for Predicting Job Performance: Calls for Updating Findings and Disentangling the Criterion Space

Over a century of research has established *g* as one of the best (and arguably *the* best excepting job-specific skill and knowledge) predictors of an employee's future job performance (Ones, Dilchert, & Viswesvaran, 2012). Within the scientific literature Schmidt et al.'s (2008) validity estimates are frequently cited to justify the importance of *g* (e.g., Gonzalez-Mule et al., 2014; O'Boyle et al., 2011; Bosco et al., 2015). Schmidt et al. (2008) base their estimates on results from a large validation project conducted during the 1950s, 1960s, 1970s, and 1980s to validate the GATB battery for predicting job performance across a wide variety of jobs present in the U.S. economy (e.g., Hunter, 1980). The major finding from this research is that *g* predicts performance across the spectrum of jobs present in the U.S. economy. Validity estimates are highest for high complexity jobs (ρ=.68), then decreases for medium complexity jobs (ρ=.62) and low complexity jobs (ρ=.50). The effect size estimates produced by Schmidt et al. (2008) are especially important because they are often used to estimate the incremental predictive power of non-*g* traits (e.g., personality, emotional intelligence, etc.) by other meta-analysts (see Gonzalez-Mule et al., 2014; O'Boyle et al., 2011; Bosco et al., 2015 for examples).

There are at least two potential weaknesses of using Schmidt et al.'s (2008) findings as a gold standard for comparison. The first is that most studies contributing to Schmidt et al. (2008) were conducted prior to the 1980s. Although from a scientific standpoint this is not necessarily problematic, it does raise the question of whether results would remain the same if newer studies were also included in estimates (Cucina, Gast, &

Su, 2012). From an applied standpoint updated estimates are also desirable when justifying the research basis for cognitive testing to managers and executives, for example as data from some job families were not well represented in the GATB database. Put differently, the question is whether results generalize outside the context of the GATB database. Although subsequent meta-analytic studies have been conducted in this domain with other tests, these newer studies have been smaller in scope and the total number of samples contributing to meta-analytic estimates rarely falls above 20-50. This may explain why no other study has yet to seriously re-estimate the Schmidt et al. (2008) and Hunter (1986) results, establishing a more contemporary gold standard for effect size estimates.[35]

A second weakness of Schmidt et al.'s (2008) findings is that results are based on an earlier study (Hunter, 1986) that was completed before the advent of modern job performance models. In modern performance models, job performance is always split into at least two meta dimensions—performance of core job tasks and non-task performance (e.g., leadership, supportive behaviors towards others, organizational citizenship behaviors, avoiding counterproductivity such as theft). Overall performance consists of a combination of these distinct aspects of performance. In the studies summarized by Schmidt et al. (2008), many samples that were classified as measuring overall job performance in fact appear to measure task performance (Sackett, Kaiser, & Shewach, 2017). This muddies the interpretation of Schmidt et al.'s (2008) findings of

[35] In addition to establishing a more contemporary gold standard for effect size estimates, this study also provides value to a literature that currently contains a large number of meta-analyses that separately estimate the validity of *g* (e.g., Lang et al., 2010; Sackett et al., 2017; Salgado et al., 2003; Schmidt et al., 2008; Van Iddekinge et al., 2017; Vinchur et al., 1998; etc.). A single comprehensive meta-analysis is preferable to a large number of separate analyses conducted individually.

high correlations between *g* and overall job performance. This is especially concerning when Schmidt et al. (2008)'s effect size estimates are compared to effect sizes for other constructs predicting *overall* job performance. If Schmidt et al. (2008) included task performance measures and treated them as indicators of overall performance, it is possible that comparisons to Schmidt et al. (2008) are distorted (Sackett et al., 2017).

Two goals of the present study are to update Schmidt et al.'s (2008) findings for the validity of *g* for predicting job performance criteria, and provide effect size estimates against the full range of factors included in Campbell's (Campbell & Wiernik, 2015) job performance model. An area of focus will be separating task performance measures from overall performance measures. For the latter, a secondary focus is separating effect sizes for measures that directly ask managers to rate overall job performance (e.g., "overall, how would you rate the job performance of employee X") from measures that combine items that separately ask managers to rate employees on task performance and non-task performance.

Research Question 1: What is the size of correlation between *g* and job performance criteria when an updated, comprehensive set of studies is added to the Schmidt et al. (2008) GATB validity database?

Research Question 2: What is the size of correlation between *g* and the various sub-facets of performance contained in the Campbell (Campbell & Wiernik, 2015) job performance model?

Research Question 3: What is the impact of separating overall job performance measures from task performance measures when estimating the validity of *g*?

Research Question 4: Do correlations between *g* and overall performance differ when direct measures of overall performance are compared to compound (task vs. non-task items) measures of performance?

Validity of non-*g* Abilities: Predictive Power of Fluid and Crystallized Abilities

The second research focus of the present study is validating non-*g* measures of ability against job performance criteria. An initial question is how the broad factors below *g* (e.g., fluid ability in the CHC model) relate to the job performance outcomes described previously. Previous studies examining the correlation between non-*g* abilities and performance criteria have rarely used a rigorous process to assign tests to non-*g* ability factors. A major contribution of the present study is using the Stanek-Ones compendium to assign tests to ability factors, thereby minimizing subjectivity in the process. Accordingly:

Research Question 5: How do non-*g* abilities relate to job performance criteria when tests are classified according to the Stanek-Ones compendium and an updated, comprehensive sample of studies is used to produce validity estimates?

An additional goal of the present study is to determine the relative predictive power of fluid and crystallized abilities for job performance criteria. This question was recently examined by Postlewaithe (2011). Postlethwaite (2011) hypothesized that crystallized abilities would predict job performance better than fluid ability, in part due to crystallized abilities reflecting historical levels of motivation in addition to reasoning ability. His study found support for these findings.

The present study will expand on Postlethwaite (2011) in three ways. First, due to workload constraints Postelewaite was not able to analyze all studies identified through

his literature search. Instead, a limited subset of around 300 samples was used for analyses. Correlations between fluid ability and job performance were estimated using only 20 samples, which creates the possibility that findings for this criterion reflect second-order sampling error. The present study will expand on Postlewaithe (2011) by including a more comprehensive set of studies in analyses.

Next, Postlewaithe (2011) combined all types of job performance measures (e.g., subjective performance measures, objective outcome measures, etc.) together in analyses. This creates the possibility that validity differences between fluid and crystallized abilities could reflect differences in the mixture of criteria that were combined to create validity estimates, rather than construct-level differences in validity. The present study will control for this confound by comparing the validity of fluid and crystallized abilities across job performance dimensions separately, rather than combining all performance measures into a single overall analysis.

Third, Postlewaithe (2011) categorized some tests in ways that do not match the Stanek-Ones (2017) compendium's classification. For example, the Stanek-Ones compendium classifies the Employee Aptitude Test—Verbal Reasoning as a measure of fluid ability. Postlewaithe (2011) categorized this test as a measure of crystallized ability. Accordingly, the present study will examine whether Postlewaithe's (2011) findings persist when the Stanek-Ones compendium is used to classify tests.

Research Question 5: Do fluid abilities or crystallized abilities produce higher predictive validities across the job performance criteria contained in the Campbell (Campbell & Wiernik, 2015) model?

Research Question 6: Are there particular types of fluid or crystallized abilities that have especially high predictive validities?

Research Question 7: Do Postlewaithe's (2011) findings persist when the Stanek-Ones compendium is used to classify tests?

Predicting Job Performance across the Lifespan

Across the world working populations are aging. In this context an important question is whether ability tests retain their predictive power across the lifespan. Accordingly:

Research Question 8: Do the validity of cognitive tests differ depending on the age of employees?

Research Question 9: Are there any ability factors that are especially predictive for older workers in selection settings?

METHODS

Search Methods

The meta-analytic database used for the present study is identical to that used in the previous study. The search methods used to create this database have already been described previously. As such, they will not be repeated here.

Final yield. The final meta-analytic database of samples meeting the inclusion criteria described in the previous chapter consisted of 2,356 independent samples from 1,030 separate research studies (total N = 3,644,876). Out of this total database, 1,799 independent samples from 622 separate studies (total N = 747,976) contributed data to meta-analyses of cognitive ability predictive validities. These samples are the focus of this chapter.

Coding Procedure and Classifying Constructs

Information included. 79 pieces of information were coded for each study in the predictive validity database. This information was very similar to that described for the previous study. The primary exceptions occurred in the need to code different moderator information, and in the collection of detailed notes on the criteria used in each study present in the predictive validity database. For example, verbatim descriptions of the criteria used within each included study were collected and coded. A full list of all coded information is provided in Table 67

Population Values for Artifacts. Procedures used for gathering and coding artifact information were identical to those described for the previous study. One exception occurred when classifying reliability values into those computed using range-restricted and those computed using unrestricted samples. For the present study *only* reliability values computed using job incumbents were treated as restricted. All others were treated as unrestricted. This change in coding scheme only affects how non-normative ("convenience") community samples are treated. In the present study reliability values from these samples are treated as unrestricted. The reason for this change is that job incumbents make up a notably larger proportion of samples in the present study relative to the previous study. Considering this difference, it was deemed most appropriate to group community samples with other types of samples that are less restricted in *g* than would typically be expected of job incumbents.

Data quality. Data quality checks for this study were identical to those used in the previous study, and so will not be described again.

Classifying cognitive tests. The cognitive test classification scheme used for this study was identical to that used in the previous study.

Classifying criteria. Criteria were classified into constructs derived from modern models of the job performance criterion space (Campbell & Wiernik, 2015). A list of included constructs is provided in Table 68. Criteria that do not involve subjective ratings are categorized separately in this classification scheme, and were placed in the appropriate category when encountered. Classification of criteria based on subjective ratings involved two steps. First, every item from each rating scale included in the meta-analysis was individually classified into one of the constructs presented in Table 68. This item-level classification was then reviewed by a subject matter expert (Prof. Deniz Ones), and any disagreements were jointly resolved through discussion. Next, scales containing at least 70% of items belonging to a single construct in the classification scheme were assigned to that construct. If items in a scale did not meet this threshold, it was either classified into an overall performance category (for scales containing items describing task performance, organizational citizenship behaviors, and counterproductive workplace behaviors), or its own separate category as a job performance compound criterion. The latter were rare, and occurred infrequently enough that they are not included in further analyses. Table 68 also reports the item-level classification scheme used to categorize criteria into job performance constructs.

Moderator coding. Five moderators were investigated in the present study—job complexity, clerical vs. non-clerical job, age, criterion administration purpose (research vs. administrative), and whether studies were from the United States Employment Services' GATB database or not. Job complexity was determined using John Hunter's

(1983) coding scheme. Because this coding scheme relies on complexity codes from the Dictionary of Occupational Titles (DOT), and because many of the studies in the present database were conducted before the creation of O*NET, DOT codes were used to determine job complexity. For each job in the meta-analytic database, the DOT was consulted to determine whether a matching job title was present. If a matching job titles was found, the DOT data, people, and things job complexity codes were then recorded for that job. When a matching job title was not found, the authors' description of the job was compared to descriptions of jobs in the DOT to find a match.[36] For some jobs a match could not be found. Complexity codes were not assigned to these jobs.

Many samples in the present database involved clerical jobs. The reason for this is that technical manuals for clerical ability tests often report large numbers of studies targeting only clerical workers. Considering this characteristic of the present database, whether a job involved clerical work or not was treated as a moderator variable. Jobs with DOT occupational codes between 20x-xxx-xxx and 24x-xxx-xxx were classified as clerical jobs. The same was done for jobs where authors explicitly stated that the work was clerical in nature. All other jobs were classified as non-clerical.

Age was examined as a moderator by classifying samples into those with a mean age at or above 40, and those with mean ages below 40. As in the previous study, in some

[36] Military jobs ("military occupational specialties"; MOS) presented special challenges for job complexity coding. When a military job was present in the DOT (e.g., infantry rifleman), the relevant DOT code was assigned to the job. For other jobs, the O*NET crosswalk function was used to identify current O*NET job categorized corresponding to military MOS. Each job category corresponding to an MOS was then subjected to a separate crosswalk to link it jobs in the DOT. When all DOT jobs thus linked to an MOS shared job complexity levels (either at the granular DOT data-people-things level, or the broader Hunter categorization), the job was assigned that complexity level. Otherwise job complexity levels were not assigned to the MOS.

cases authors did not report mean age, but did report information that could be used to classify samples into an age category. This information was used wherever provided.

Criteria were classified as administrative or non-administrative whenever authors provided enough information to determine the administrative purpose for which a criterion was used. Criteria used for formal administrative reasons (e.g., formal job performance reviews, mandated skill testing in the military) were classified as "administrative". Criteria used for research purposes were classified as "research". For some criteria not enough information was provided to determine the administrative purpose for which scores were collected. These criteria were left unclassified.

The United States Employment Services' (USES) GATB database was the source of many studies in the meta-analytic database. As such, whether a study originated from the USES GATB database was treated as a moderator in the present study.

Analyses

Meta-analytic procedures. Psychometric meta-analysis (Schmidt & Hunter, 2014) was used to pool results across studies. Because features of this method have already been described for the previous study, they will not be repeated. The implementation of this meta-analytic method was also almost identical to that described in the previous study. An exception occurred in the use of the Case IV correction for range restriction, rather than the Case V formula used previously. The Case V formula requires information on the range-restriction values of each observed variable contributing to a correlation. This is rarely possible when investigating job performance as a criterion, because population *SD* values for job performance are unknown. The Case IV correction does not require this information, and so was used instead. Otherwise

computation of zero-order predictive validities proceeded using the same procedures as described in the previous study. Separate estimates were computed for operational validity and true-score validity (Connelly & Ones, 2010; Schmidt & Hunter, 1998).

When examining results using these methods, it was observed that large-sample studies would on occasion have a large impact on the size of meta-analytic estimates. The typical approach to dealing with this problem in meta-analysis is to compute effect sizes with and without the large-sample study. This approach was not used for the present analyses. The reasons for this choice were twofold. First, judgment calls are involved in determining when studies should be treated as "large-sample" studies. Because the author has knowledge both of typical cognitive ability validities in the literature *and* of the effect that excluding certain studies from meta-analytic estimates would have on results, he did not feel that he could be completely unbiased in determining when to exclude a study. Second, this study consists of over 7,000 separate meta-analyses of cognitive ability-criterion correlations. Manually determining which studies should be omitted for each of these 7,000+ analyses is simply not feasible.

Rather than computing effect sizes with and without large-sample studies, winsorization of sample weights was used. Winsorization involves setting extreme values in a sample to less extreme value observed within the same sample. For the present study 90% winsorization was performed on the sample weights used in each meta-analysis. That is, all sample weights (i.e., *N*s) more extreme than the 5^{th} and 95^{th} percentiles were recoded to the values corresponding to these percentiles. This process limits the influence of large-sample studies without eliminating the information that they contain entirely.

The process can also be automated using computer code, which was necessary given the number of meta-analyses performed.

Finally, in this study all artifact distributions were calculated first within sample type (USES, military, civilian non-USES) and then weighted by the representation of each sample type in a meta-analysis. This was done because u-values for some abilities were notably smaller in military incumbent samples (where range restriction occurs due to selection on ASVAB composites) than were found for other samples.[37]

RESULTS

This study's results are based on based on data from over 1,500 independent samples and over 700,000 individuals. The analyses summarized in this section include 197 artifact generalization meta-analyses, 7,395 meta-analyses of criterion-related validity (moderator analyses inclusive), 8 sensitivity analyses to examine the impact of modeling assumptions on results.

Artifact Generalization

Predictor reliability. Table 69 presents predictor reliability artifact distributions computed using the predictive validity meta-analytic database. Artifact information is reported separately for incumbent samples and non-incumbent samples (i.e., national normative, applicant, or non-random community samples), to increase comparability with previous research in this literature (e.g., Hunter, 1983). Table 70 reports predictor reliability artifact distributions separately for different database types (USES, military, and civilian non-USES).

[37] This approach differs from that used in Study 1. In Study 1 effect sizes for military samples were often based on applicant pools or normative data, which was not the case for Study 2 where military samples were invariably based on incumbents for whom predictor-criterion relationships were obtained.

Across all ability factors, the average mean reliability for incumbent samples was .82.[38] For *g*, the mean incumbent sample reliability was .86 (SD = .06). Variability in average incumbent reliabilities was modest, with mean reliability values ranging from $\bar{r}_{xx_i}$ = .92 for Short Term Memory to $\bar{r}_{xx_i}$ = .77 for Long Term Memory—Retrieval Fluency. The standard deviation of mean incumbent reliabilities across ability factors was .06. The largest mean incumbent sample reliability values were obtained for Short Term Memory ($\bar{r}_{xx_i}$ = .92), Comprehension Knowledge ($\bar{r}_{xx_i}$ = .88), and compounds of Fluid Ability and Visual Processing ($\bar{r}_{xx_i}$ = .87). The smallest mean incumbent sample reliability values were obtained for Long Term Storage and Retrieval—Retrieval Fluency ($\bar{r}_{xx_i}$ = .77), Fluid Ability ($\bar{r}_{xx_i}$ = .78), and Reading and Writing ($\bar{r}_{xx_i}$ = .79). Within ability factors, the average standard deviation of incumbent reliabilities was .08 (*SD* = .04 across broad ability factors).

For non-incumbent samples, the average mean reliability was .87. This value is larger than that obtained for incumbent samples, as would be expected based on Hunter et al. (2006). For *g*, the mean non-incumbent sample reliability was .93 (SD = .05).[39] Variability in average non-incumbent reliabilities was once again modest, with mean reliability values ranging from $\bar{r}_{xx_a}$ = .80 for Long Term Storage and Retrieval—Retrieval Fluency to $\bar{r}_{xx_a}$ = .93 for *g*. The standard deviation of mean non-incumbent

[38] Only artifact distributions based on at least 3 samples and *N* of at least 300 are included in this section and those below.

[39] It is worthwhile to note that this value is notably larger than that used by Schmidt et al. (2008) for indirect range restriction corrections. In general, reliability values for *g* that are computed using normative, applicant, or non-random community samples fall in the upper .80s to mid .90s, rather than the low .80s. This is the case regardless of whether data is combined across cognitive tests, or data for alternative measures of *g* (e.g., ASVAB—AFQT, Wonderlic, etc.) are considered individually. The implications that this finding has for indirect range restriction corrections are discussed later.

reliabilities across ability factors was .03. The largest mean non-incumbent sample reliability values were obtained for *g* ($\bar{r}_{xx_a}$ = .93), cognitive ability compounds consisting of Verbal Ability and Memory ($\bar{r}_{xx_a}$ = .92), and Verbal Ability ($\bar{r}_{xx_a}$ = .90). The smallest mean non-incumbent sample reliability values were obtained for Long Term Storage and Retrieval—Retrieval Fluency ($\bar{r}_{xx_a}$ = .80), Long Term Storage and Retrieval—Learning Efficiency ($\bar{r}_{xx_a}$ = .84), and Domain Specific Knowledge--Sciences ($\bar{r}_{xx_a}$ = .85). Within ability factors, the average standard deviation of non-incumbent reliabilities was .05 (*SD* = .02 across ability factors).

Predictor range restriction. Table 71 presents range restriction artifact distributions computed from the predictive validity database. Artifact distributions are presented separately based on job complexity level. Table 72 also presents range restriction artifact distributions disaggregated by database type. Because only incumbent samples provided range restriction data, information is not reported separately for incumbent and non-incumbent samples.

Across all ability factors and job complexity levels, the average mean *u*-value was .76. For *g*, the mean *u*-value was .73 (SD = .12). Variability in average *u*-value was large, with mean *u*-values ranging from u_x = .61 for Verbal Ability to u_x = .87 for Comprehension Knowledge. The standard deviation of mean non-*g* *u*-values across ability factors was .08. The largest mean *u*-values were obtained for Comprehension Knowledge (u_x = .87), compounds of Comprehension Knowledge and Processing Speed (u_x = .86), and Visual Processing (u_x = .86). The smallest mean *u*-values were obtained

for Verbal Ability (u_x = .61),[40] Fluid Ability (u_x = .70), and Reading and Writing (u_x = .70). Within ability factors, the average standard deviation of *u*-values was .13 (*SD* = .04 across ability factors).

Previous research (Hunter, 1983) suggests that *u*-values for cognitive ability test scores only vary slight across job complexity levels.[41] Findings from this study mirror those of prior studies. Across all ability factors, the average mean *u*-value was .74 for high complexity jobs, .76 for medium complexity jobs, and .78 for low complexity jobs. For *g*, the average mean *u*-value was .71 for high complexity jobs, .73 for medium complexity jobs, and .73 for low complexity jobs. As was the case previously, the standard deviation of *u*-values *within* ability factors and job complexity levels was large. Within ability factors, the average standard deviation of *u*-values was .11 (*SD* = .03 across factors) for high complexity jobs, .12 (*SD* = .04 across factors) for medium complexity jobs, .11 (*SD* = .05 across factors) for low complexity jobs.[42]

Criterion reliability. As discussed in the methods section, many criterion reliability values used in the present study are based on the results of previous reliability generalization studies. Table 73 presents these reliability values. In addition, Table 73 also presents additional artifact distributions created using data from the meta-analytic

[40] Divergent findings for Verbal Ability, Reading and Writing, and Comprehension Knowledge are due to the inclusion of different tests for each factor, and combination of results across USES, military, and non-USES civilian databases. As shown in the Appendix, *u*-values for these factors are more similar once job complexity and database type are taken into account.

[41] It should be noted that analysts tend to not investigate whether sampling error in *u*-values could explain the variation observed.

[42] Taking database into account does not greatly alter these estimates—the average standard deviation of *u*-values within ability factors was .11 across all ability factors, jobs complexity levels, and databases. For high complexity jobs this value was .09, for medium complexity jobs .13, and for low complexity jobs .10.

database created for this study. Because criterion artifact distributions are not a primary focus area of the present study, further discussion of these results is omitted.

General Findings across the Job Performance Criterion Space

Tables A1 through A219 in the Appendix present complete results from all validity analyses conducted for this study. Due to the large number of validity coefficients contained in these tables (7,000+), detailed discussion of every single result is not feasible. Below, major patterns of findings are highlighted and discussed. These major findings are highlighted in Table 74 through Table 81. The Campbell model of job performance determinants (McCloy, Campbell, & Cudeck, 1994) and performance dimensions (Campbell & Wiernik, 2015) is used as an organizing framework when reporting results. Only correlations from meta-analyses that used Winsorized study weights are reported and interpreted below. In this section overall ("omnibus") and job complexity moderator findings are the sole focus of discussion—a detailed discussion of other moderator findings is presented in a later section.

Performance determinants. Table 74 presents meta-analytic correlations between cognitive abilities and performance determinants (e.g., job knowledge). To conserve space, rules for highlighting and text presentation were created to indicate the magnitude of corrected correlations and sample size contributing to the estimates.

As shown in Table 74, correlations between cognitive abilities and job knowledge tended to be large relative to typical correlations in the organizational sciences (Paterson et al., 2015). Correlations between cognitive abilities and job knowledge tests averaged .54, with the largest values occurring for Fluid Ability ($\rho = .60$), *g* ($\rho = .57$), and Verbal Ability ($\rho = .57$). The lowest correlations with job knowledge tests were observed for

Processing Speed (ρ = .44) and Visual Processing (ρ = .43). When examining job complexity as a moderator, validity coefficients were generally higher for more complex jobs. For abilities where validity coefficients were available for both high- and medium-complexity jobs, validity was on average .08 points higher for high complexity jobs. When conducting the same comparison between medium- and low-complexity jobs, validity was on average .02 points higher for medium complexity jobs.

Turning to the next columns in Table 74, correlations between cognitive abilities and *supervisor ratings* of cognitive performance determinants were lower than those observed with objective job knowledge tests. The average correlation between cognitive abilities and supervisor ratings of cognitive performance determinants was .29. The largest correlations occurred with for Verbal Ability (ρ = .39), Mechanical/Hard Sciences Knowledge (ρ = .39), and Fluid Ability (ρ = .35). The smallest correlations occurred for Visual Processing (ρ = .23) and Comprehension Knowledge (ρ = .11).[43] For *g*, the correlation with supervisor ratings of cognitive performance determinants was .31. When examining job complexity as a moderator, it was found that most correlations with supervisor ratings cognitive performance determinants were obtained from medium complexity jobs. Information on other complexity levels was spotty at best. As such, job complexity was not examined further as a moderator.

The final columns in Table 74 present correlations between cognitive abilities and supervisor ratings of *non-cognitive* determinants of performance. This criterion domain was originally split into two subdomains—supervisor ratings of personality determinants

[43] Considering the large correlation observed with Verbal Ability, it is plausible that the low coefficient for Comprehension Knowledge reflects second-order sampling error.

(e.g., “hardworking”) and supervisor ratings of physical ability determinants (e.g., “dexterity”). It was not possible to further subdivide personality ratings by factors rated (e.g., extraversion, openness, etc.) due to low numbers of samples in this category. As such it was omitted from all tables. Because few correlations were obtained for supervisor ratings of physical ability determinants, the physical ability determinants subcategory will not be discussed further.

Task performance. Table 75 presents meta-analytic correlations between cognitive abilities and task performance. Four separate types of task performance measures are included in this table—work samples, combinations of work samples and job knowledge tests, production records, and supervisor ratings of task performance. Each will be discussed in turn.

As was the case for job knowledge tests, correlations between cognitive abilities and objective work samples were large relative to typical correlations in the organizational sciences. The average correlation between cognitive abilities and work samples was .42. The largest correlations with work samples were observed for Mechanical/Hard Science Knowledge ($\rho = .55$), Fluid Ability ($\rho = .54$), and Reading & Writing ($\rho = .53$). The lowest correlations with work samples were observed for *g* ($\rho = .25$) and Retrieval Fluency ($\rho = .19$). Although *g* produced lower correlations with work samples in this study, it is plausible that this finding is due to second-order sampling error—the second-stratum abilities that correlate most highly with *g* (i.e., Fluid Ability, Comprehension Knowledge, and Reading & Writing) on average correlated .52 with work sample tests. When examining job complexity as a moderator, it was observed that no correlations between cognitive abilities and work samples in the database came from

high complexity jobs. Medium complexity jobs averaged correlations that were .04 points *lower* than those found for low complexity jobs for the work sample criterion.

The next task performance criterion presented in Table 75 is combinations of work samples and job knowledge tests. It should be noted that this criterion *only* reflects instances where work samples and job knowledge tests were combined to form an omnibus criterion by authors of studies contributing to the meta-analytic database. The average correlation between cognitive abilities and combined work sample/job knowledge tests was .41. The largest correlations with combined work sample/job knowledge tests were observed for *g* (ρ = .52), Fluid Ability (ρ = .45), and Verbal Ability (ρ = .44). The lowest correlations with combined work sample/job knowledge tests was observed for Retrieval Fluency (ρ = .19). When examining job complexity as a moderator, it was found that almost all correlations came from medium-complexity jobs. The only exception occurred for *g*. For this ability correlations with combined work sample/job knowledge tests did not appear to be moderated by job complexity (ρ = .53 for high complexity jobs; ρ = .55 for medium complexity jobs; ρ = .55 for low complexity jobs).

The third task performance criterion presented in Table 75 is production records. Correlations between cognitive abilities and production records were lower than those found for work samples and combined work sample/job knowledge tests. The average correlation between cognitive abilities and production records was .15. The largest correlations with production records were observed for Processing Speed (ρ = .28), *g* (ρ = .22), and Verbal Ability (ρ = .21). The lowest correlation with production records was observed for Fluid Ability (ρ = -.02). When examining job complexity as a moderator, it

was found that almost all correlations came from low-complexity jobs. The only exception occurred for Processing Speed. For this ability correlations with production records did not appear to be moderated by job complexity (ρ = .28 for medium complexity jobs; ρ = .29 for low complexity jobs).

The final task performance criterion presented in Table 75 is supervisor ratings of task performance. The average correlation between cognitive abilities and supervisor ratings of task performance was .31. The largest correlations with supervisor ratings of task performance were found for *g* (ρ = .43), Verbal Ability (ρ = .39), and Quantitative Ability (ρ = .35). The lowest correlation with supervisor ratings of task performance was found for Retrieval Fluency (ρ = .22) and Comprehension Knowledge (ρ = .21). When examining job complexity as a moderator, correlations with supervisor ratings of task performance were generally higher for high complexity jobs. For abilities where correlations with supervisor ratings of task performance were available for both high- and medium-complexity jobs, correlations were on average .04 points higher for high complexity jobs. When conducting the same comparison between medium- and low-complexity jobs, validity was on average .00 points higher for medium complexity jobs. For *g* correlations were .51 for high complexity jobs, .44 for medium complexity jobs, and .42 for low complexity jobs.

Overall performance. Table 76 presents meta-analytic correlations between cognitive abilities and overall performance. In contrast to previous tables, this table contains a single criterion (supervisor ratings of overall performance) and two subdivisions of that criterion—compound measures of overall performance and direct measures of overall performance (i.e., scales directly asking about perceptions of overall

performance, vs. scales that combine items asking about perceptions of task performance with items asking for perceptions about non-task performance). There were no instances of objective overall performance measures in the database—instances where authors attempted to objectively measure overall performance amounted to measuring *outcomes* of performance.

The average correlation between cognitive abilities and supervisor ratings of overall performance .23. The largest correlations with supervisor ratings of overall performance were observed for *g* (ρ = .34) and Verbal Ability (ρ = .34). When examining job complexity as a moderator, no clear pattern of findings emerged. Medium-complexity jobs produced validity coefficients lower than those for other job complexities (roughly .10 lower than high complexity and low complexity jobs). High complexity jobs produced correlations .02 points lower on average than those found for low complexity jobs. It is possible that this pattern of findings reflects second-order sampling error. Finally, turning to measurement method (compound vs. direct) as a moderator, higher correlations were observed for direct measures of overall performance. For abilities where correlations with supervisor ratings of overall performance were available for direct and compound measures of overall performance, correlations were only on average .07 higher for direct measures.

CWB & OCB. Table 77 presents meta-analytic correlations between cognitive abilities, CWB, and OCB. Fewer studies reported effect sizes for these performance dimensions. As such, moderator relationships are not discussed for these criteria. Overall, the average correlation between cognitive abilities and *supervisor* ratings of CWB was -.21 (for *g* ρ = -.21 as well). For *self*-ratings of CWB the correlation was .16 (for *g* ρ = .16;

g was the only ability with large *N* for this criterion). For self-ratings of OCB the average correlation with cognitive abilities was .15 (for *g* ρ = .15 as well).

Other Criteria. For other criteria effect sizes were more sporadically available. The full meta-analytic results for these criteria are provided in Table A1 through Table A219. These results will not be summarized here.

Detailed Summary of Moderator Findings for Other Research Questions

Fluid vs. crystallized abilities. In each of Table 74 through Table 77, the last rows compare validities between fluid and crystallized abilities.[44] Two major findings emerge from these tables. First, Fluid Ability (Gf) tended to produce larger correlations with criteria than other fluid/information processing abilities (e.g., Visual Processing, Processing Speed).[45] On average across all criteria, Fluid Ability produced correlations .10 points higher than other fluid/information processing abilities. Disaggregated by criteria, the largest positive difference was found for correlations with job knowledge tests, work samples, combined work sample/job knowledge tests, and supervisor ratings of cognitive performance determinants (average Δ = .16). Differences were minimal for supervisor ratings of task performance and overall performance (average Δ = -.04).[46] For production records, Fluid Ability produced lower correlations than other fluid/information processing abilities (Δ = -.22). This finding was driven both by the low

[44] Supervisor ratings of personality determinants are excluded from comparisons—this criterion has historically been of less theoretical interest than others.
[45] Job complexity and database type moderate the size of correlation coefficients. As such, all comparisons between Fluid Ability and other abilities were made after first matching on these two moderator variables.
[46] Delta is for samples matched on job complexity. The delta for the overall sample is .00.

correlation obtained for Fluid Ability (ρ = -.02), and the high correlation observed for Processing Speed (ρ = .28).

The second major finding is that when comparing Fluid Ability (Gf) to crystallized abilities, correlations with criteria were of similar magnitude. On average across all criteria Fluid Ability produced correlations that were only .03 points higher than those found for crystallized abilities. Disaggregated by criteria, the largest positive difference was found for correlations with job knowledge tests, work samples, combined work sample/job knowledge tests, and supervisor ratings of cognitive performance determinants (average Δ = .06 in favor of fluid abilities). Differences were minimal for correlations with overall performance (Δ = -.01). As occurred when comparing the Fluid Ability second-stratum factor to other fluid abilities, Fluid Ability produced lower correlations with production records than did crystallized abilities (Δ = -.26).

Database type (USES vs. other). Table 79 presents results disaggregated by database type (USES GATB database vs. other). The major finding that emerges from this table is that correlations were larger for samples collected as part of the GATB validation project. The GATB data primarily consisted of two types of criteria—supervisor ratings of task performance, and supervisor ratings of overall performance. For supervisor ratings of task performance the GATB database produced correlations .17 points higher than other databases when matching samples by job complexity. For supervisor ratings of overall performance, the difference was on average .16 in favor of the GATB database.[47]

[47] This finding remains even when examining results in the context of a full hierarchical moderator analysis. As an example, even when comparing only studies conducted for research purposes in civilian

An additional finding of note from Table 79 is that estimates of the corrected correlation (ρ) between *g* and job performance in the GATB database were smaller in this study than had been previously found by Schmidt et al. (2008). Table 80 provides additional analyses that explain why this difference occurred. As shown in Table 80, the biggest differences between these estimates occurs due to the reliability value used in the formula for indirect range restriction. Schmidt and colleagues (2008) used a value of r_{xx_a}=.81. The present study uses a value of r_{xx_a}=.89. It is worth noting that the current study's estimate of reliability is based on a comprehensive reliability generalization database. Likewise, the estimate of r_{xx_a}=.89 used by the current study corresponds more closely to the reliability values provided in the GATB manual (e.g., applicant reliabilities ranged from r_{xx_a}=.87 to r_{xx_a}=.94 for applicant samples described on pp. 251-260) than does the r_{xx_a}=.81 value used by Schmidt and colleagues (2008).

Task performance vs. overall performance. Table 81 compares the size of validity for two types of criteria—supervisor ratings of *task performance* and supervisor ratings of *overall performance*. The left-hand side of this table provides the difference in validity coefficients when the moderating influence of database type (USES vs. Other) is not controlled. The right-hand side of this table presents the same results after controlling for database type by comparing validity coefficients *within* each database. The major finding from these analyses were that differences in the size of correlations between task and overall performance were smaller after controlling for database type—predictive

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populations, the findings discussed in this section remain the same. The one potential exception occurs when production records are used as a criterion, as opposed to supervisory ratings of performance. Findings are less divergent when production ratings are examined, although sample sizes (*N* and *k*) for this comparison are smaller.

validities for task performance were on average .03 higher than those for overall performance after controlling for database type, versus .08 when sample type was not controlled.

Validity across age groups. Table 82 presents results disaggregated by age. Most samples over 40 came from the GATB database. As such, only this database is used for comparisons. The major finding that emerges from this table is that there are minimal differences in validity across age groups. The average difference in correlations was close to 0 for both supervisor-rated task performance and supervisor-rated overall performance. Other criteria in the dataset did not provide sufficient numbers of samples over 40 to use for comparisons.

Effect Size Variability

To this point only patterns in *average* validity coefficients, whether across all studies or within levels of moderator variables, have been discussed. It is also desirable to quantify the degree to which validity coefficients vary across studies after accounting for biases introduced by statistical artifacts (e.g., sampling error, variability in reliability across studies, etc.). Across all abilities and criteria the average variability in effect sizes was SD_ρ=.05. Based on this value effect sizes would be expected to fall within .064 on around either side of ρ, on average across all criteria. For *g* SD_ρ averaged .06, with a range of .00 to .11 across criteria. The largest SD_ρ were observed for supervisor ratings of overall performance and combined work sample/job knowledge tests. The .11 value of SD_ρ at the ceiling of the range of SD_ρ corresponds to effect sizes falling within .14 on either side of ρ.

DISCUSSION

A century of research has established the predictive power of cognitive ability tests in work settings. The present study contributes to this voluminous literature in three ways. First, previous quantitative reviews of this domain have often categorized predictors in ways that no longer correspond to current theoretical understanding of these domains. A key problem has been haphazard assignment of cognitive tests to broad ability factors and segmentation of abilities in ways that do not make sense from current theoretical perspectives (e.g., classifying tests based on verbal vs. quantitative content; cf. Vinchur et al., 1998). By classifying cognitive tests within the CHC taxonomic framework according to a compendium developed by cognitive ability experts and validated in Study 1, the present study provides a level of rigor that has seldom been present in previous quantitative reviews of this domain. As a result this study can examine several questions raised by previous researchers, such as whether fluid or crystallized abilities better predict performance (Postlethwaite, 2011), whether age moderates the validity of fluid and crystallized ability tests, etc.

The second contribution of the present study is to provide greater refinement in the classification of criteria than has occurred in previous quantitative reviews. In particular, key studies in the scientific corpus that demonstrate linkages between *g* and job performance (e.g., Hunter, 1986) were conducted before the advent of modern job performance models. These newer models make a critical distinction between *task performance* and *non-task performance*. Older quantitative reviews—and in particular Hunter's (1986) treatment of the GATB database that was re-estimated by Schmidt and colleagues (2008)—do not make this distinction (see Sackett, Shewach, & Kaiser, 2017

for a discussion of the GATB database). Instead task performance measures were often treated as measures of overall job performance. Despite this fact, no large-scale comprehensive meta-analytic investigations of this literature that address this issue have been conducted. This problem is remedied by the current study.

Finally, the most recent prior large-scale meta-analytic investigations of this research domain occurred during the 1980s and 1990s (Hunter, 1983).[48] Recent meta-analyses of this domain have either been smaller in scope (e.g., limited to a single geographic region or ability domain) and rarely include more than 20-50 studies linking cognitive abilities to job performance. As noted by Cucina, Gast, & Su (2015) there is a need for updates to the meta-analytic literature on this topic. This study provides such an update. For the field of ability testing, providing updated findings is important in the context of justifying the use of cognitive tests to stakeholders. This is especially true given the sometimes-contentious nature of this field.

Predicting Job Performance with Abilities besides *g*

Predictive power of Fluid Ability (Gf) vs. crystallized abilities. Results from this study have implications for theories regarding the relative impact of fluid and crystallized abilities on performance (Schmidt, 2014). Postlethwaite (2011) hypothesized that crystallized abilities would predict job performance better than fluid ability, in part due to crystallized abilities reflecting historical levels of motivation in addition to reasoning ability. In his study he found that crystallized abilities produced higher predictive validities than fluid abilities. This finding has subsequently contributed to

[48]Some large-scale military studies continue to be published. However, these studies are rarely referenced in the current scientific literature. Hunter (1983) was later published in Hunter (1986) and estimates updated by Schmidt & colleagues (2008) using the correction for indirect range restriction.

theory in the scholarly literature (Schmidt, 2014) and has been cited by applied practitioners (Ford et al., 2014).

The present study contradicts Postlethwaite's (2011) findings. Across a wide variety of criteria (e.g., job knowledge tests, work samples, combined work sample/job knowledge tests, supervisor ratings of task and overall performance) validities for fluid ability (Gf) and crystallized abilities were found to be similar. In many cases, the validity for fluid ability was *higher* than that observed for crystallized abilities, albeit often by less than .05 points. Importantly, the current study is the result of a comprehensive sampling effort that captured over 1,500 samples for inclusion. Postlethwaite's (2011) job performance findings are based on 306 samples in total.

There are multiple possible reasons for the differences in findings between the present study and Postlethwaite (2011). First, as mentioned previously the current study is based on a larger and more comprehensive database than Postlethwaite (2011). As one example, Postlethwaite (2011)'s findings for the correlation between fluid ability (Gf) and job performance (ρ=.28) are based on a total of 20 samples. Postlethwaite did not separate job performance measures based on modern performance taxonomies—instead, all measures appear to have been grouped together (including OCB and objective outcome measures, cf. Postlethwaite, 2011 p.79). In contrast the present study separated job performance measures based on modern performance taxonomies. The present study contains:

- 328 samples relating Gf to job knowledge tests
- 18 samples relating Gf to work sample tests
- 9 samples relating Gf to combined work sample/job knowledge tests

- 56 samples relating Gf to supervisor ratings of task performance
- 157 samples relating Gf to supervisor ratings of overall performance

There are at least two other possible reasons for differences in findings between Postlethwaite (2011) and the present study. Postlethwaite (2011) categorized some tests as measuring crystallized abilities that are instead classified as tests of fluid ability by the Stanek-Ones compendium (e.g., Employee Aptitude Test—Verbal Reasoning). In addition, many studies contributing to Postlethwaite's (2011) meta-analyses of crystallized abilities were from the USES database. Given the present study's finding that database type moderates validity, it is possible that imbalance in the USES dataset's representation between fluid and crystallized ability validities contributed to Postlethwaite's (2011) findings. In any case, if the present study's findings are taken as true, it would call theories based on Postlethwaite's (2011) results into question.

Validity of other non-*g* cognitive abilities. Two additional findings are of importance. First, among fluid abilities the best predictive power was consistently obtained by fluid ability (Gf). The dominance of Gf for predicting job performance coincides with what would be expected based on previous research indicating that Gf is closely related to *g*, and that *g* is a major driver of job performance (i.e., high predictive validity for *g*, little incremental validity for other abilities beyond *g*; Ree & Earles, 1994). The one exception occurred for the validity of processing speed for predicting production records (Gs ρ=.28; Gf ρ=-.02). Because production records are often obtained from repetitive jobs, it is possible that performance in these jobs becomes dominated by automated cognitive processes. Previous theory (Kanfer & Ackerman, 1989) indicates

that processing speed becomes more important for automated tasks, which could help to explain this finding.

A second important finding is that age differences in predictive validity were not large in the present study. Importantly, this finding held true across both crystallized and fluid abilities.[49] This finding has important implications for the possibility of age moderating incremental validity of narrow abilities beyond *g*. Incremental validity is determined entirely by the size of validity coefficients and the size of inter-correlations between predictors. For age to moderate incremental validity, either validities must differ across age or predictor inter-correlations need to differ across age. In this study narrow ability factors did not show differential validity across age; in the previous study the *g* saturation of narrow abilities was also similar across age. Taken together, these findings do not provide evidence suggesting that incremental validity of narrow ability factors beyond *g* will vary across age.

Disentangling the Criterion Space

Schmidt and Hunter (1998) report that the average predictive validity of *g* for overall job performance is ρ=.51 for medium complexity jobs. This estimate was later refined to .62 when improved corrections for range restriction are applied (Schmidt, Shaffer, & Oh, 2008). Although validities from the GATB database are considered correlations with overall performance by Schmidt and Hunter (1998), it is important to note that many studies in the GATB database measure *task* performance, rather than overall performance (Sackett et al., 2017). In the present study, the GATB database

[49] Where this data was available

provided 291 correlations with task performance, and only 83 correlations with overall performance. From a scientific standpoint it is important to accurately differentiate between performance criteria in meta-analytic studies (e.g., task vs. overall performance). Precision in classifying criterion constructs enables researchers and practitioners to make informed comparisons between the validity of different predictors (e.g., between validities for cognitive tests and assessment centers when criterion constructs are the same; Sackett et al., 2017), enabling sound decision making and theory building.

The present study found an overall correlation of ρ=.44 between *g* and supervisory ratings of job performance for medium-complexity jobs. The correlation between *g* and supervisory ratings of overall performance for medium-complexity jobs was ρ=.33. As shown in Table 81, it is likely that some of the difference between these estimates is due to differences in the mix of databases (USES vs. other) contributing to each estimate.[50] Nonetheless, this finding raises the possibility that the correlation between *g* and *overall* job performance—defined as a formative construct consisting of average performance across the dimensions in Campbell's performance model (Campbell & Wiernik, 2015)—has been over-estimated in the psychological literature. If so, this would call into question conclusions regarding incremental validity of non-cognitive predictors beyond *g* that have been based on meta-analytic findings from Schmidt & Hunter (1998). Incremental validity would be larger for other predictors.

[50] Because smaller numbers of study contribute to estimates of correlations within levels of moderator variables, second-order sampling error is larger. The author is willing to infer that correlations in the USES database than are found for other studies. The author does not believe the present database is large enough estimate precisely the difference in validity of *g* between task and overall performance after controlling for database type.

Updating Estimates of g's Predictive Validity

Supervisor ratings of performance. The present study provides a comprehensive update to Hunter and Hunter's (1984) meta-analyses of *g*'s validity for predicting job performance, which estimate was later updated by Schmidt et al. (2008). One important finding is that *g*'s validity for predicting supervisor-rated task performance and supervisor-rated overall performance was lower in this study than had been found in prior studies. Whereas Schmidt et al. (2008) report a corrected validity of ρ=.62 between *g* and supervisor ratings of task performance in medium-complexity jobs, the present study found a corrected correlation of ρ=.44 with the same criterion. There are at least three factors that can create differences between meta-analytic findings—sampling of studies to include in the analysis, coding decisions and other judgment calls, and differences in statistical methodology. Because the statistical methods used in the present study mirrored those of Schmidt et al. (2008), this factor cannot explain the discrepancy in findings. It is worthwhile to discuss the other factors in more detail.

The sample of studies used in the present analysis differed from that contributing to Schmidt et al.'s (2008) analyses. Whereas Schmidt et al. (2008) only used studies from the USES GATB validity database, the present study was more comprehensive. Differences in findings are partly attributable to these differing samples, because studies not from the USES GATB database showed lower correlations than were found for the GATB database. As a result, the estimates in the present study are lower than those found by Schmidt et al. (2008). Using all available studies, the present study found a correlation of ρ=.51 for high complexity jobs, ρ=.44 for medium complexity jobs, and ρ=.42 for low complexity jobs. Although smaller than found by Schmidt et al. (2008), these effect sizes

are still large relative to empirical norms in the social sciences (see Paterson et al., 2015). With effect sizes of this magnitude, substantial utility from using cognitive tests is still possible.

Coding decisions—particularly regarding artifact values—also appear to play a part in differences between the present study and Schmidt et al. (2008). To control for differences in sampling, Table 80 presented comparisons between the present study and Schmidt et al. (2008) when only the GATB database was analyzed. The major implications from this table is that when artifact values are held constant, results are near identical across databases. When artifact values are not held constant, corrected correlations differ by an average of 19% across job complexity levels. Importantly, the choice of predictor reliability value had a substantial influence on differences between estimates.[51] Because the value of r_{xx_a}=.89 used in the present study is from a large-scale reliability generalization database and more closely matches applicant reliabilities contained in the GATB test manual than does the value of r_{xx_a}=.81 used by Schmidt et al. (2008), the present author believes that estimates using r_{xx_a}=.89 should be preferred. Doing so results in a decrement in validity relative to that reported by Schmidt et al. (2008). Nonetheless, validities are still substantial when updated estimates from the present study are used (roughly .60s for high complexity jobs, .50s for medium complexity jobs, and .40s for low complexity jobs). As noted previously, because validities are large in either case and cognitive tests are cheap to purchase and use, the

[51] Range restriction values also had an impact on differences in estimates. It is not clear why artifact distributions for u-values differed between studies—both are based solely on the USES GATB database for these analyses.

difference in estimates between studies should not be enough to alter decision making in applied contexts.

Other task performance criteria. In addition to subjective ratings of task performance, the present study also included three more objective measures—work samples, combined work sample/job knowledge tests, and production records. Because work samples criteria were available for jobs across a wide range of complexity levels, but production records were available primarily for low complexity jobs, each will be discussed separately.

The bulk of evidence from the present study suggests that correlations between *g* and work sample criteria are large. For the criterion of combined work sample/job knowledge criteria, correlations with *g* were in the .50s across all job complexity levels. Correlations between *g* and work sample criteria were notably lower (.20s-.30s). However, this finding was not common among ability factors.[52] Highly *g*-loaded ability factors such as Fluid Ability, Comprehension Knowledge, and Reading and Writing each had correlations with work samples in the ρ=.40 to ρ=.50 range.[53] This raises the possibility that the low correlations observed for *g* are attributable to second-order sampling error. It is the author's opinion that the bulk of evidence suggests correlations in the .50 range between *g* and work sample criteria. Importantly, studies contributing to these validities for work sample and combined work sample/job knowledge criteria are

[52] It is possible that this finding is due to statistical shortcomings of the artifact distribution correction methods for criterion reliability in these studies. Where samples are limited to only those that did not require MVRR corrections, corrected correlations near .50 were obtained.

[53] Only direct measures of *g* were used for correlations between work samples and *g*. If compound correlations were computed using these highly *g*-loaded abilities, it would produce estimates for *g* in the .50s range.

independent of the USES GATB dataset. As such, they provide an independent replication of the importance of *g* for predicting workplace criteria.

Correlations between *g* and production record criteria were lower than those observed for work sample criteria. For low complexity jobs ρ=.23 between *g* and production records.[54] It is possible that the smaller correlation between *g* and this criterion is due to the repetitive nature of production tasks. When tasks possess consistent information processing requirements, *g* has shown decreased predictive validity in laboratory settings (e.g., Kanfer & Ackerman, 1989). Processing speed showed a larger correlation than *g* with production record criteria (ρ=.29). Because incremental validity will always be at least as large as the difference between bivariate correlations, this finding also indicates an incremental validity of at least .06 for productions records beyond *g* for these jobs.

Performance determinants. From a theoretical perspective, *g* is thought to influence job performance in two ways—by enabling employees to more quickly and completely learn job-relevant knowledge, and by enabling employees to better reason on-the-fly to solve novel problems. Job knowledge tests provide an operationalization of the former. For this criterion, ρ=.70 for high complexity jobs, ρ=.58 for medium complexity jobs, and ρ=.57 for low complexity jobs. Thus, the present study's findings are consistent with major theoretical predictions of how *g* influences job performance.

Other discussion. One further point of discussion is warranted based on the results of this study. The first is whether the present study's findings of lower validities

[54] Results were not available for other complexity levels.

for *g* relative to Schmidt et al. (2008) are idiosyncratic relative to the larger literature. They are not. Multiple times in the past decade, published meta-analyses have failed to observe correlations between cognitive abilities and supervisor ratings of job performance at the level which Schmidt et al. (2008) report. For example, Van Iddekinge et al. (2017) found a correlation of ρ=.32 between subjective ratings of performance and cognitive ability tests writ broad. Sackett et al. (2017) found a correlation of ρ=.22 between a wide range of job performance measures and cognitive ability tests writ broad. When excluding criteria that explicitly measured non-task aspects of performance (e.g., leadership ratings of Navy cadets), ρ=.26 for job performance. Lang et al. (2012) found correlations of ρ=.51 between *g* and job performance criteria for higher-complexity jobs, and ρ=.32 for lower-complexity jobs. Taken together, this pattern of findings suggest that the present study's results are not unique. Future research is needed to determine why these recent findings diverge from those obtained from the USES GATB database.

Limitations

Many limitations of the present study mirror those from Study 1. Such limitations include lack of artifact values from some studies, likelihood that some of the world's literature on cognitive ability-job performance correlations was missed, and reliance on a coding scheme based on the CHC. Further discussion of these limitations will not be repeated here.

An additional limitation that deserves mention is the paucity of research on some cognitive ability factors. Little research was available that linked memory, auditory processing, or reaction time to job performance measures. As such, the present study

cannot speak to these abilities' relationships to job performance and job performance determinants. Future research linking these abilities to job performance is sorely needed.

Chapter IV

Overall Summary and Future Directions for Research

This dissertation began with two broad goals. The first goal of this dissertation was to address questions in the literature regarding the operationalization, structure, and differentiation across the lifespan of non-*g* abilities. The second goal of this dissertation was to improve scientific understanding of linkages between cognitive abilities and job performance by producing an updated meta-analysis of validities, disentangling the criterion space vis-à-vis validities for task performance and overall performance, and better estimating the size of validities for fluid and crystallized abilities. Table 81 presents the research questions investigated relative to each goal, the state of knowledge prior to this dissertation, and the answers suggested by this dissertation. Because discussion of these points has already occurred in the previous chapters, the remainder of this chapter will be dedicated to discussing possible directions for future research in this literature:

Research Need 1: Conduct Primary Studies for Cognitive Factors with Few Effect Sizes

For some intended meta-analyses, few effect sizes were available to include in this study. For example, few studies were found that estimated the correlation between memory factors (e.g., Short-Term Memory; Long-Term Storage—Learning Efficiency) and job performance. Future primary studies are needed that focus on these areas where knowledge is lacking. In the job performance literature a recent example of the potential benefits such lines of research could produce is provided by Cucina et al. (2015). In this study the authors showed incremental validity for Meaningful Memory (a facet of Long-

Term Storage—Learning Efficiency) beyond *g* when predicting law enforcement training performance. Because the search for incremental validity of beyond *g* for other cognitive ability factors has rarely proved fruitful, it is important that additional research be conducted to replicate this finding. More generally, an increased volume of research on this topic—examining whether results generalize across a range of job complexities, job families, performance facets, and alternative facets of memory—would enable sounder conclusions to be drawn through using meta-analytic methods to the summarize the entire body of literature.

Research Need 2: Investigate Unsupported CHC Predictions

Results from meta-analyses of inter-correlations between cognitive abilities revealed some findings that did not support predictions derived from the CHC taxonomy. Three findings were especially surprising: (1) subfactors within Visual Processing (Gv) exhibited poor convergent and divergent validity; (2) Long-Term Memory exhibited poor convergent validity, and showed better convergent and divergent validity when split into Learning Efficiency and Retrieval Fluency subfactors; and (3) quantitative knowledge correlated highly with fluid abilities. Each finding contrasts with predictions derived from CHC theory. Future research that further examined *why* these factors do not behave in the way CHC theory would suggest is needed.

Research Need 3: Investigate Differences between GATB Studies and Others

Results from meta-analyses of validity for cognitive abilities against job performance criteria showed smaller correlations with supervisor ratings of performance for studies that were not conducted as part of the USES GATB validation initiative. It is

not clear why this difference in validities occurs. Future research is needed to determine the cause of this finding.

Research Need 4: Test Linearity Assumption for Criteria Besides Task Performance and Overall Performance

All meta-analyses presented in this dissertation are based on Pearson product-moment correlation coefficients. An important assumption of the Pearson correlation is that relationships are linear. If relationships are not linear, the Pearson correlation will not provide a fully adequate index of the strength of relationship between two variables. For some criteria such as technical proficiency (Arneson, Sackett, & Beaty, 2011) and supervisor ratings of task and overall performance (Coward & Sackett, 1990), this assumption has been shown to be reasonable. For other criteria such as performance on non-technical aspects of a job (e.g., "CWB" and "OCB"), this assumption has not been examined in detail. Future research should examine whether relationships are linear for these other types of criteria.

Research Need 5: Conduct more Cross-Cultural Studies Outside of United States and Europe

Most studies contributing to meta-analyses in this dissertation were conducted in American or European contexts. As a result the typical study involved participants working in developed economies, and educated using the types of approaches typical of Western nations. Research outside of these contexts proved difficult to locate. Future research should investigate the validity and factor structure of cognitive tests in contexts outside of the United States and Europe.

Research Need 6: Determine How New Technologies Impact Measurement of Abilities

Stating that technology is constantly changing is rote to the point of banality. However, it is the case that a large amount of change has taken place in the realms of computing software and hardware during the past two decades. Improvements to these technologies appear likely for the foreseeable future. Technological change presents both obligations and opportunities for research. Researchers have a continuing obligation to investigate the impact that new modes of delivery (e.g., cell phone surveys) have on the validity of cognitive tests. More generally, technological change may present opportunities to create scalable solutions to enable measurement of abilities that have erstwhile been time-consuming or costly to measure. An excellent example of this type of research is provided by Ackerman and Beier (2007).

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FIGURES

Figure 1: The Principal Components Model

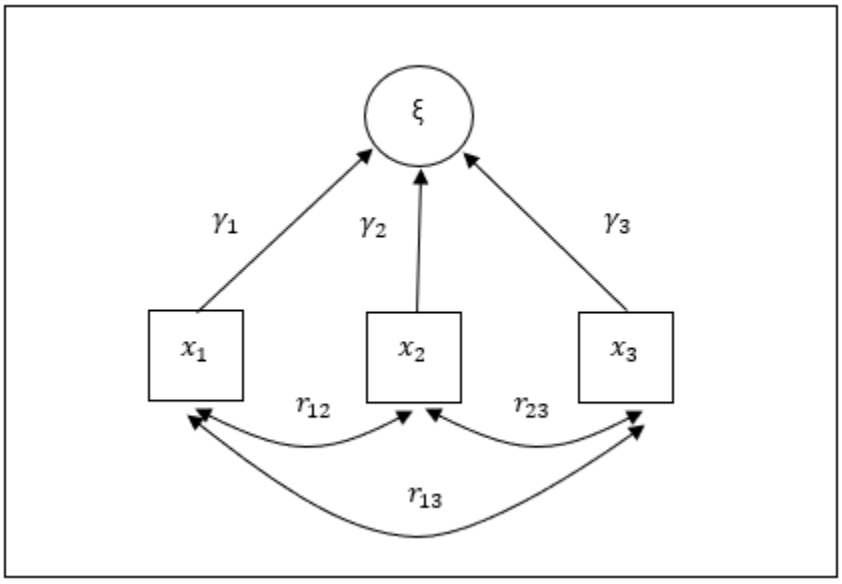


Figure 2: The Factor Analysis Model

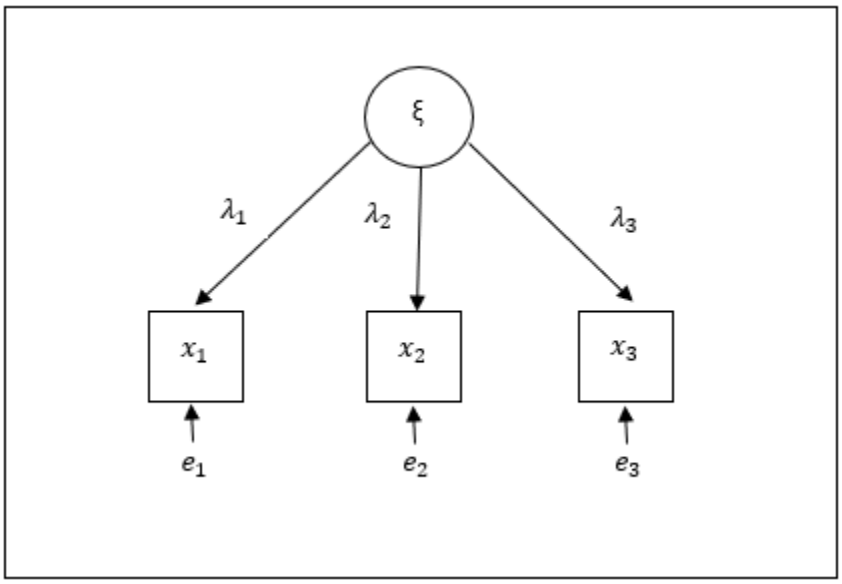


Figure 3: Example of Spearman's Two-Factor Model

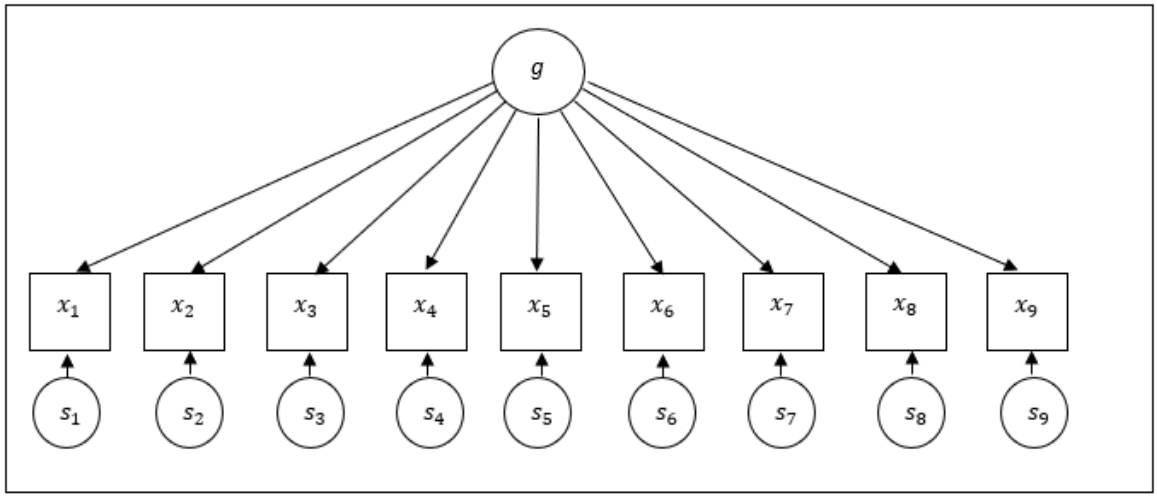


Figure 4: Example of dangers of orthogonal factor extraction. (A) is population model, (B) is after adding parallel forms for each of the three tests.

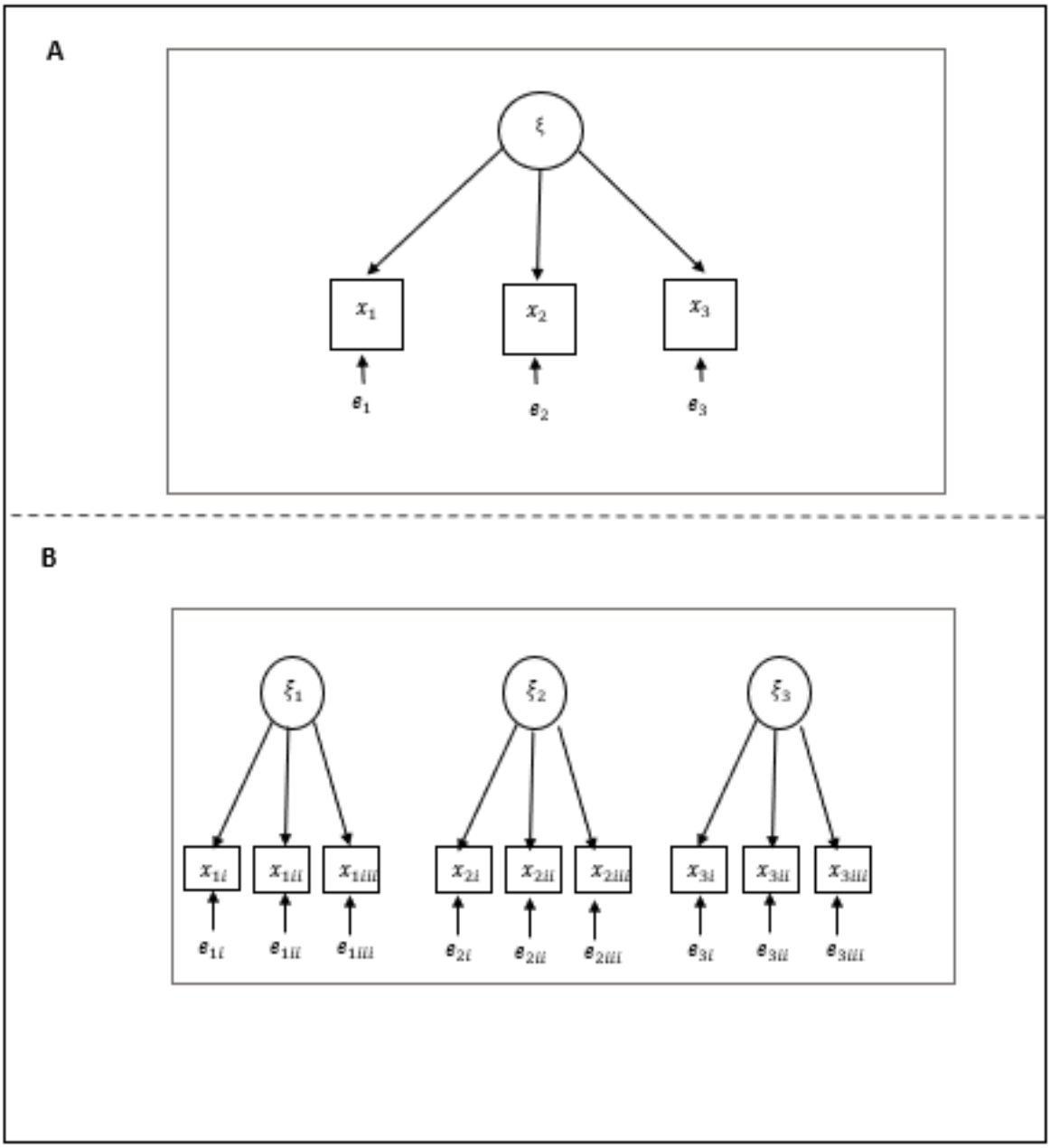


Figure 5: Example of ability hierarchy

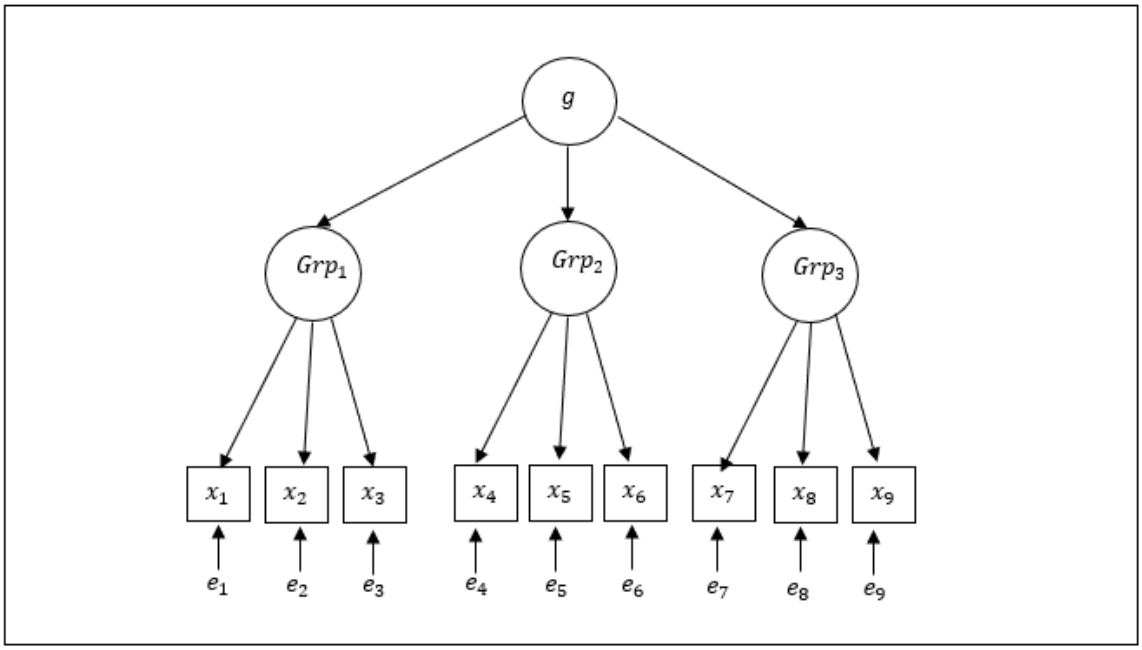


Figure 6: CHC Taxonomy

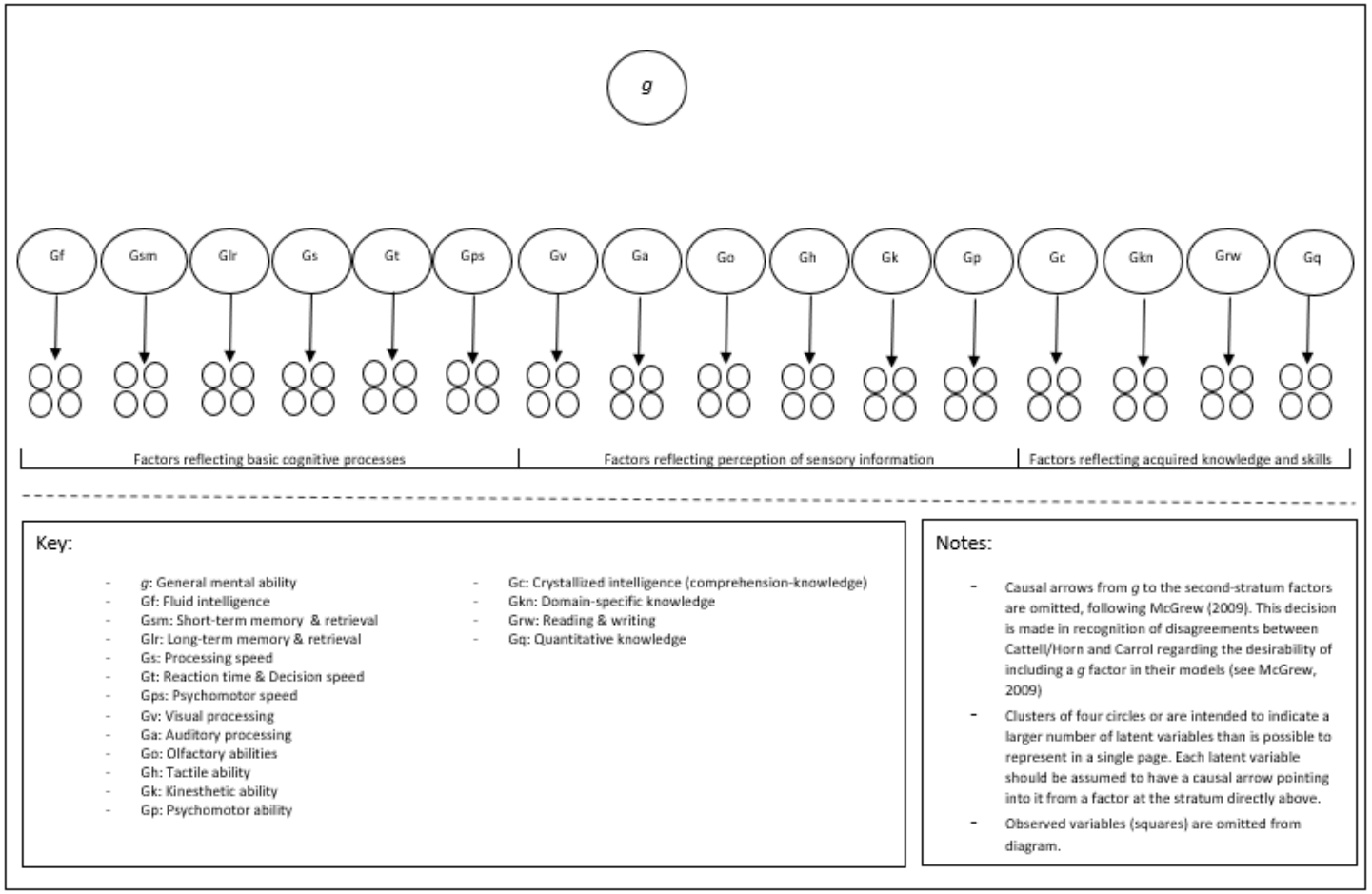


Figure 7: Example of VPR Taxonomy (adapted from Johnson, te Nijenhuis, & Bouchard, 2007)

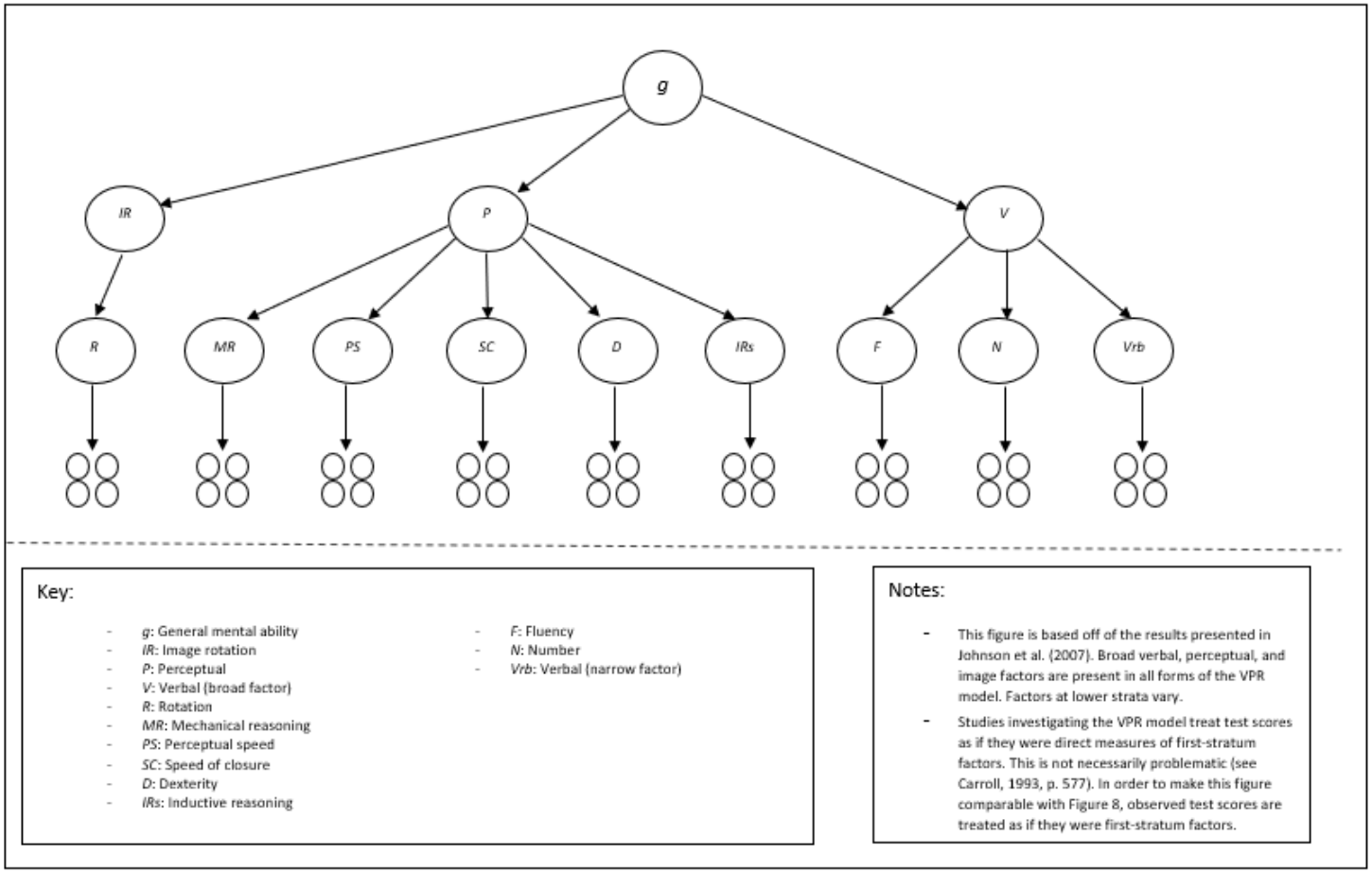
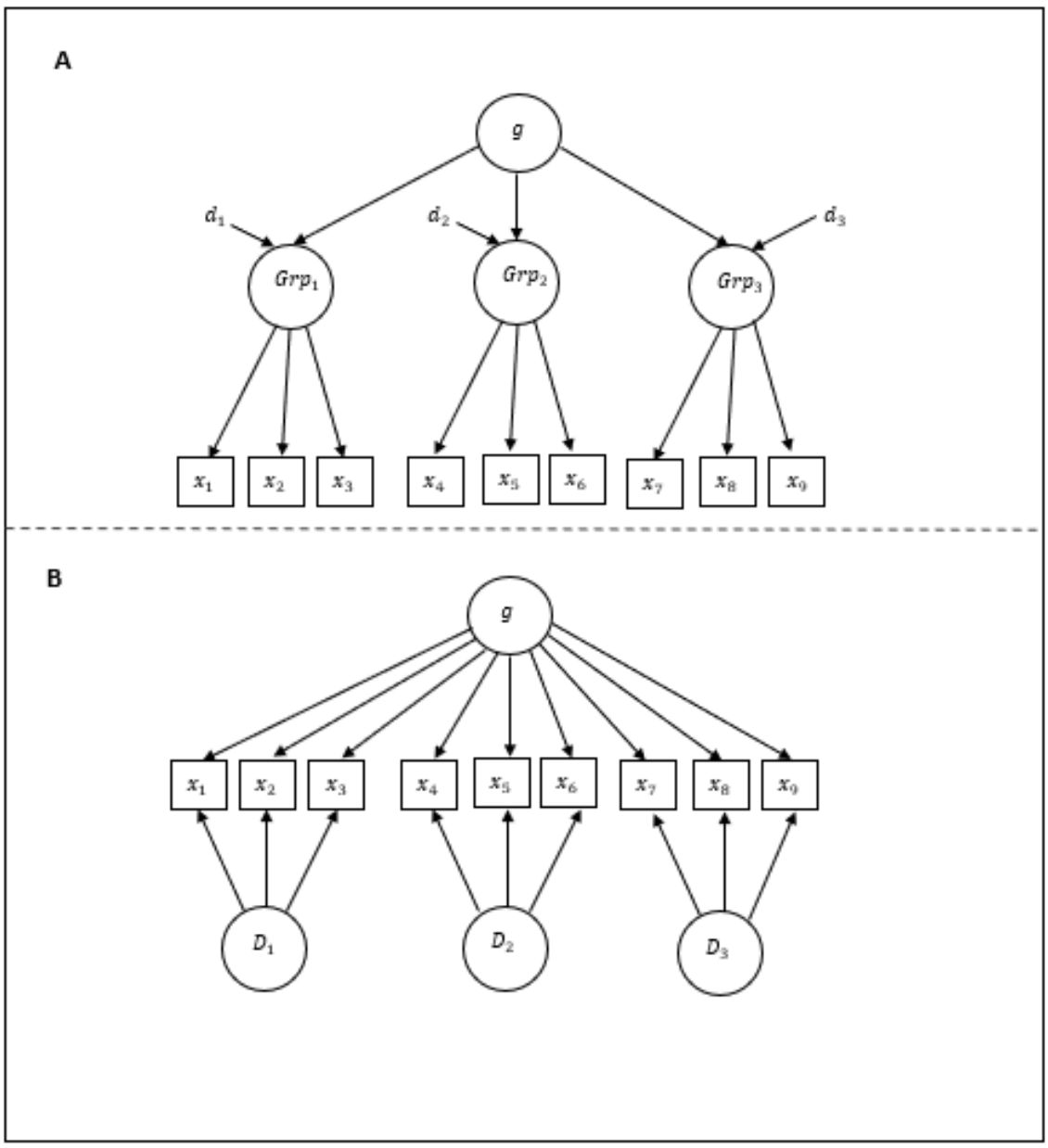


Figure 8: Comparison of Hierarchical and Bifactor Models. (A) is a hierarchical model, (B) is a bifactor model.



TABLES

Table 1

Spearman's (1904) results; Experiment IV

	1	2	3	4	5	6
1. English	.89					
2. French	.67	.84				
3. Classics	.78	.83	.87			
4. Mathematics	.64	.67	.70	.88		
5. Music	.51	.57	.63	.51	--	
6. Sensory Discrimination	.54	.65	.66	.45	.40	--

Note. Correlations based on a sample of 33 British high school students. Values on the diagonal are test-retest correlations, where available.

Table 2

Vernon (1964) example group factor matrix

	1	2	3	4	5	6
1. Spatial	1.00					
2. Formboard	.58	1.00				
3. Block Design	.55	.44	1.00			
4. Analogies	.35	.26	.44	1.00		
5. Vocabulary	.41	.34	.45	.76	1.00	
6. Classifications	.39	.32	.49	.68	.79	1.00

Note. This is a hypothetical correlation matrix used by Vernon (1961) to demonstrate the concept of group factors.

Table 3

Vernon (1964) group factor matrix with g controlled

	1	2	3	4	5	6
1. Spatial						
2. Formboard	.35					
3. Block Design	.28	.20				
4. Analogies	.00	-.02	.02			
5. Vocabulary	.01	.02	-.03	.20		
6. Classifications	-.01	.00	.01	.12	.15	

Note. This is a hypothetical correlation matrix used by Vernon (1961) to demonstrate the concept of group factors.

Table 4

Meta-analytic correlations between SAT scores and first-year GPA, controlling for SES (from Higdem et al., 2015)

	N	*K*	Mean *r*	Mean Partial *r*
All Students	415,599	148	.35	.33
Male	185,134	142	.32	.31
Female	230,464	148	.40	.37
Asian	38,060	82	.30	.30
Black	31,013	89	.25	.23
Hispanic	26,065	100	.27	.25
White	295,084	147	.33	.32

Note. All *r*'s are sample-size weighted means across schools.

Table 5

Journals Targeted for Manual Search

Journal Name	**Discipline**
Applied HRM Research	I/O
Australian Journal of Psychology	All
British Journal of Psychology	All
Canadian Journal of Behavioral Science	All
European Review of Applied Psychology	I/O
Human Performance	I/O
Human Resource Development Quarterly	I/O
Intelligence	Personality
International Journal of Aviation Psychology	Aviation
International Journal of Selection and Assessment	I/O
Irish Journal of Psychology	All
Journal of Applied Psychology	I/O
Journal of Business and Psychology	I/O
Journal of Career Assessment	I/O
Journal of Experimental Psychology: Applied	Cognitive
Journal of Management	I/O
Journal of Occupational and Organizational Psychology	I/O
Journal of Personnel Psychology	I/O
Learning and Individual Differences	Personality
Military Psychology	Military
Personnel Assessment and Decisions	I/O
Personnel Psychology	I/O
Psychological Bulletin	All
Psychological Review	All
SA Journal of Industrial Psychology	I/O
Scandinavian Journal of Psychology	All

Note. Only volumes published 1980 and later were targeted in the hand search. SA = South African

Table 6.

Cognitive Ability Tests Targeted in Keyword Search

Ability Profiler	Intermediate Mental Alertness Test
Abstract Reasoning Test	ISI Aptitude Series
Academic Personnel and Postgraduate Education Entrance Exam	IST-70 (Intelligence Structure Test)
Account Clerk I	Job Effectiveness Prediction System
ACER Advanced Test	KOG9
ACER Higher Tests PL-PQ	Korean Police Officer Aptitude Battery
Adaptive Intelligence Diagnosticum	Law School Admission Test
AH5	Learning Potential Computerized Adaptive Test
Air Traffic Controller Aptitude Test (ATCAT)	Leistungprufsystem (LPS-K)
Aircraft Aptitude Tests	Llama Language Aptitude Test
Amsterdam Cognitive Abilities Battery	Lorge-Thorndike Intelligence Tests
APIL-B	Management Aptitude Test
Apticom	Maritime Officer Selection Test
Army Classification Battery	Medical College Admission Test
Army General Classification Test	Medicine and Health Sciences Admission Test
Army Language Aptitude Test	Meurs Capaciteiten Midden TPI Battery
ASVAB	Microcomputer Evaluation and Screening Assessment
AT-SAT	Microdyn
Auditory Intelligence Test	Micropat
AUSBAT	Modern Language Aptitude Test
Automated Performance Test System	Morrisby Profile
Automated Psychological Test System	Multidimensional Aptitude Battery
AZUBI-BK	Multijurisdictional Police Officer Examination
Ball Aptitude Battery	Multiplex Aptitude Test
Bennett Mechanical Comprehension Test	National Admissions Test for Law
Berliner Intelligenzstrukter Test (BIS)	National Aptitude Test
BioMedical Admissions Test	National Postgraduate Entrance Examination

Blox Test of Spatial Ability
Borge Prien's Prove
British Army Recruit Battery
Canadian Forces Aptitude Test
Career Ability Placement Survey
CareerScope
CAT-SEB
Cattell g Test
Clinical Aptitude Test
Cobol Knowledge Test
Cognitive Ability for Novelty in Acquisition of Language
Cognitive Process Profile
CogScreen
Common Admission Test
Computer Operator Aptitude Battery
Computer Programmer Aptitude Battery
Computerized Processing Information Test Battery
Critical Reasoning Test Battery
CRT Skills Battery
Dental Admission Test
Dental Aptitude Test
Dental Education Eligibility Test
Differential Aptitude Tests
Defense Language Aptitude Battery
Dorsolateral Prefrontal Cognitive Ability Test
Dutch General Aptitude Test Battery
Employee Aptitude Survey
Entry Clerical
ETSA
Examen de Estado de Calidad de la Educación Superior
Factored Aptitude Series
Naval Recruiting Test
Normal Battery (NORM Bat)
NV5-R
Oasis Aptitude Survey
Office of Personnel Management Test Battery
Office Skills Test
Optometry College Admission Test
Perceptual Battery (Blox)
Personnel Assessment Form
Personnel Classification Test
Personnel Test for Industry
Pharmacy College Admission Test
Pilot Aptitude Tester
Pimsleur Language Aptitude Battery
Planning, Organizing, and Scheduling Test
Police Officer Selection Test
Potential Index Battery
Primary Mental Abilities Tests
Programmer Aptitude Battery
Programming Aptitude Test
Public Sector Recruitment Test
Ramsay Job Skills Reading Test
Science Research Associates' Arithmetic Index
Science Research Associates Test
Seashore Test
Select Assessment
Selection Test of the Royal Dutch Navy
Senior Aptitude Tests
Shipley Institute of Living
SHL Personnel Test Battery
SHL Technical Test Battery

Findex
FIT Assembly
Flanagan Aptitude Classification Tests
Flanagan Industrial Tests
GAMSAT
General Aptitude Test Battery
General Reasoning Tests
Gf/Gc Quickie Battery (Stankov)
Gordon's Advanced Measures of Musical Audiation
Graduate Aptitude Test
Graduate Aptitude Test in Engineering
Graduate Management Admission Test
Graduate Management Battery
Graduate Managerial Assessment Battery
Graduate Medical Schools Admissions Test
Graduate Pharmacy Aptitude Test
Groninger Intelligence Test
Guilford-Zimmerman Aptitude Survey
Hay Aptitude Test Battery
Health Profession Admissions Test
Health Sciences Placement Test
High Level Battery
High Level Figure Classification Test
High Level Language Aptitude Battery
Intelligenz Test 95
Intelligenz-Structur-Test 2000
Intermediate Battery
Short Employment Tests
Siena Reasoning Test
Situation-Specific Evaluation Expert
State Farm Personnel Survey
Swedish Enlistment Battery
Systems for Testing and Evaluation of Potential
TASKOMAT
Technical Test Battery
Test for Medical Studies
Test of Learning Ability
Thurstone Test of Mental Alertness
UKCAT
Undergraduate Medical Admissions Test
Universal Test Battery
Veterinary College Admission Test
Vienna Test System
Wechsler Adult Intelligence Scale
Wesman Personnel Classification Test
Wiesen Test of Mechanical Aptitude
Wilde Intelligence Test
Wing Test
Word Processor Assessment Battery
WorkKeys

Note. Keyword searches were conducted in Google Scholar. For military tests, searches were also conducted in the Defense Technical Information Center (DTIC) military database.

Table 7

Sources targeted in Bibliometric Search

Author	Year	Source	Type
Alderks	1994	Military Technical Report	Bibliography
Ali et al.	2015	Surgical Endoscopy	Systematic Review
Alonso	2000	Thesis	Meta-Analysis
Barrett et al.	1999	J. Business and Psychology	Meta-Analysis
Bell	2007	J. Applied Psychology	Meta-Analysis
Berry et al.	2011	J. Applied Psychology	Meta-Analysis
Berry et al.	2014	J. Applied Psychology	Meta-Analysis
Berry et al.	2014	J. Occupational and Organizational Psychology	Meta-Analysis
Bertua et al.	2005	J. Occupational and Organizational Psychology	Meta-Analysis
Beus & Whitman	2012	Human Performance	Meta-Analysis
Blume et al.	2010	J. of Management	Meta-Analysis
Burgoyne et al.	2016	Intelligence	Meta-Analysis
Caretti et al.	2009	Learning and Individual Differences	Meta-Analysis
Christian et al.	2009	J. Applied Psychology	Meta-Analysis
Chung-Yan & Cronshaw	2001	Military Technical Report	Meta-Analysis
Collins et al.	2003	International J. of Selection and Assessment	Meta-Analysis
Conway et al.	2001	Human Performance	Meta-Analysis
Cowan & Sperl	1989	Military Technical Report	Bibliography
Damos	2011	Military Technical Report	Systematic Review
Daneman & Merikle	1996	Psychonomic Bulletin & Review	Meta-Analysis
DeCastro	2012	Thesis	Meta-Analysis
Devine & Philips	2001	Small Group Research	Meta-Analysis
Donnon et al.	2007	Academic Medicine	Meta-Analysis
Ervin	1987	Military Technical Report	Bibliography
Farrell	1999	Thesis	Meta-Analysis
Ferguson et al.	2002	BMJ	Meta-Analysis

Ferguson et al.	2002	BMJ	Systematic Review
Foley	1986	Military Technical Report	Meta-Analysis
Galarza	2000	Thesis	Meta-Analysis
Getkate et al.	1992	Canadian J. of Administrative Sciences	Meta-Analysis
Gonzalez-Mule et al.	2014	J. Applied Psychology	Meta-Analysis
Grossbach & Kuncel	2011	J. Professional Nursing	Meta-Analysis
Huang et al.	2015	J. Business and Psychology	Meta-Analysis
Hulsheger et al.	2007	International J. of Selection and Assessment	Meta-Analysis
Hunter & Burke	1990	Military Technical Report	Bibliography
Kim	2004	Thesis	Meta-Analysis
Kowollik	2009	Thesis	Meta-Analysis
Kramp et al.	2016	Medical Education	Meta-Analysis
Kreiter & Kreiter	2007	Teaching and Learning in Medicine	Meta-Analysis
Kuncel et al.	2001	Psychological Bulletin	Meta-Analysis
Kuncel et al.	2005	American J. of Pharmaceutical Education	Meta-Analysis
Kuncel et al.	2007	Academy of Management Learning & Education	Meta-Analysis
Lang et al.	2010	Personnel Psychology	Meta-Analysis
Langlois et al.	2015	Medical Education	Systematic Review
Levine et al.	1996	Human Performance	Meta-Analysis
Li	2016	Studies in Second Language Acquisition	Meta-Analysis
Louridas et al.	2016	Annals of Surgery	Systematic Review
Lynch	1991	Military Technical Report	Meta-Analysis
Maan et al.	2012	British J. of Surgery	Systematic Review
Martinussen	1996	International J. of Aviation Psychology	Meta-Analysis
Matinnussen & Torjussen	1998	International J. of Aviation Psychology	Meta-Analysis
Mattinson & Cronshaw	1986	Canadian J. of Administrative Sciences	Meta-Analysis
McManus et al.	2013	BMC Medicine	Meta-Analysis
Meriac et al.	2008	J. Applied Psychology	Meta-Analysis
Moscoso	2003	International J. of Selection and Assessment	Meta-Analysis
Patterson et al.	2016	Medical Education	Systematic Review
Postlewaite	2011	Thesis	Meta-Analysis

Preckel et al.	2011	Learning and Individual Differences	Meta-Analysis
Rojon et al.	2015	Human Performance	Meta-Analysis
Rowatt & Shlechter	1993	Military Technical Report	Bibliography
Salgado et al.	2003	J. Applied Psychology	Meta-Analysis
Salgado et al.	2003	Personnel Psychjology	Meta-Analysis
Simpson	1973	The Computer Bulletin	Bibliography
Stadler et al.	2015	Intelligence	Meta-Analysis
Thomas	1973	Gov't. Technical Report	Bibliography
Trafton	1962	Military Technical Report	Bibliography
Verive & McDaniel	1996	Intelligence	Meta-Analysis
Vidulich et al.	1994	Military Technical Report	Bibliography
Vinchur et al.	1998	J. Applied Psychology	Meta-Analysis
Welsh et al.	1990	Military Technical Report	Bibliography
Welsh et al.	1990	Military Technical Report	Meta-Analysis
Whetzel et al.	2011	International J. of Selection and Assessment	Meta-Analysis

Note. Full citations of all sources are included in the references section, where they are accompanied by a dagger symbol.

Table 8

Test Manuals included in Literature Search

16PF	Minnesota Clerical
ACT	Minnesota Paper Form Board
Air Force Officer Qualifying Test	Modern Language Aptitude Test
Armed Services Vocational Aptitude Battery	Multidimensional Aptitude Battery
Ball Aptitude Battery	Nelson-Denny Reading Test
BAT	Office Skills Test
Bennett Mechanical Comprehension Test	PDI ODT
Beta III	Personnel Tests for Industry
Clerical Abilities Battery	Project TALENT Battery
CogScreen AE	PSI Basic Skills Test
Comprehensive Abilities Battery	Raven's APM (Short)
Dental Aptitude Test	Raven's SPM (Short)
Differential Aptitude Tests	Raven's Standard Matrices
ECAT	Revised Advanced Numerical Reasoning Appraisal
Employee Aptitude Series	SAT
ETS Kit of Factor-References Tests	Shipley Institute of Living Scale
General Ability Measure for Adults	Short Employment Tests
General Aptitude Test Battery	SRA Office Skills Test
GMAT	SRA Pictorial Reasoning Test
GRE	Stanford-Binet
Hay Aptitude Test Battery	Stenquist Mechanical Test
Industrial Reasoning Test	TBAS
LSAT	Thurstone Primary Mental Abilities
MacQuarrie Test for Mechanical Ability	TOEFL
MCAT	Watson-Glaser
MicroCog	Minnesota Clerical
Miller Analogies Test	Minnesota Paper Form Board

Wechsler Intelligence Series
Wechsler Memory Series
Wesman Personnel Classification Test
Wide Range Achievement Test
Wonderlic
Woodcock Reading Mastery Test
Woodcock-Johnson Battery

Note. Some test batteries have been published in multiple editions (e.g., WAIS-R and WAIS-III). Where this occurred, manuals for each edition were obtained and coded separately whenever possible.

Table 9

Example Showing Bias Introduced when Combining Normative and Non-Normative Studies for Artifact Distributions

Population					Artifact Distribution				
Subgroup $\bar{u}$		% Representation (All Studies)			% Missing Data		% Representation (Studies used for AD)		
Normative	Non-Normative	Normative	Non-Normative	Overall $\bar{u}$	Normative	Non-Normative	Normative	Non-Normative	AD $\bar{u}$
1.0	.50	30	70	.65	0	0	30	70	.65
1.0	.50	30	70	.65	0	10	32	68	.66
1.0	.50	30	70	.65	0	20	35	65	.68
1.0	.50	30	70	.65	0	30	38	62	.69
1.0	.50	30	70	.65	0	40	42	58	.71
1.0	.50	30	70	.65	0	50	46	54	.73
1.0	.50	30	70	.65	0	60	52	48	.76

Note. This example assumes that population normative studies are reporting in enough detail that their status as population normative is always known. % representation (studies used for AD) indicates the percentage of studies out of the initial total that are available to include when computing artifact distributions. If 70 studies in a database are non-normative with a 20% missing data rate for u-value artifact info, only 56 u-values will be available for computing an artifact distribution. In this same example if 30 studies are population normative, all 30 would contribute u-values to the artifact distribution. This results in over-representation of population-normative u-values (i.e., 1) in the artifact distribution (30/86=35%) relative to their representation in the population (30/100=30%).

Table 10

Characteristics of Reliability Artifact Distributions for Cognitive Test Domains, Overall Sample

Construct	N	k	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$
General Mental Ability (g)							
g†	368,419	95	.91	.05	.95	.03	.94
Fluid Ability							
Fluid (Gf) †	1,206	5	.79	.04	.89	.02	.80
Induction (Gf)	426,557	146	.80	.11	.89	.07	.69
General Sequential Reasoning (Gf)	17,165	52	.74	.12	.86	.08	.78
Quantitative Reasoning (Gf)	442,678	74	.80	.11	.89	.06	.89
Short Term Memory							
Short Term Memory (Gsm) †	4,031	16	.87	.03	.93	.02	.88
Memory Span (Gsm)	353,249	41	.84	.06	.92	.03	.82
Working Memory Capacity (Gsm)	22,042	30	.87	.04	.93	.02	.84
Meaningful Memory (Gsm)	338,856	4	.62	.02	.79	.01	.62
Long Term Storage and Retrieval							
Long Term Storage and Retrieval (Glr) †	3,071	7	.86	.07	.93	.04	.89
Long Term Storage—Learning Efficiency							
Long Term Storage---Learning Efficiency (Glr—LE) †	1,250	13	.74	.06	.86	.03	.74
Associative Memory (Glr—LE)	11,845	31	.85	.06	.92	.03	.89
Meaningful Memory (Glr—LE)	3,351	23	.83	.06	.91	.03	.83
Free Recall Memory (Glr—LE)	705	1	.84	--	.92	--	.84
Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--	--
Long Term Storage—Retrieval Fluency							
Retrieval Fluency (Glr—RF) †	181	1	.81	--	.90	--	.81
Ideational Fluency (Glr—RF)	3,092	7	.80	.04	.89	.02	.77
Associational Fluency (Glr—RF)	--	--	--	--	--	--	--
Expressional Fluency (Glr—RF)	110	1	.88	--	.94	--	.88
Originality/Creativity (Glr—RF)	339,310	7	.72	.08	.85	.05	.71
Naming Facility/Speed of Lexical Access (Glr—RF)	5,143	12	.83	.12	.91	.07	.90

Word Fluency (Glr—RF)	3,774	9	.77	.05	.88	.03	.77
Figural Fluency (Glr—RF)	--	--	--	--	--	--	--
Visual Processing							
Visual Processing (Gv)†	16,424	4	.85	.04	.92	.02	.89
Visualization (Gv)	393,708	119	.85	.07	.92	.04	.74
Speeded Rotation (Gv)	1,141	2	.80	.00	.89	.00	.80
Closure Speed (Gv)	261,943	44	.78	.06	.88	.03	.83
Flexibility of Closure (Gv)	27,220	34	.78	.08	.88	.05	.77
Spatial Scanning (Gv)	2,643	16	.80	.09	.89	.05	.81
Imagery (Gv)	924	6	.67	.08	.82	.05	.67
Visual Memory (Gv)	8,576	20	.77	.09	.87	.05	.74
Auditory Processing							
Auditory Processing (Ga)†	2,408	3	.93	.02	.96	.01	.93
Phonetic Coding (Ga)	7,098	5	.85	.04	.92	.02	.84
Memory for Sound Patterns (Ga)	149	1	.83	--	.91	--	.83
Maintaining and Judging Rhythm (Ga)	1,158	2	.67	.00	.82	.00	.67
Absolute Pitch (Ga)	149	1	.83	--	.91	--	.83
Processing Speed							
Processing Speed (Gs)†	6,992	7	.91	.03	.96	.01	.91
Perceptual Speed (Gs—P)	27,653	62	.84	.07	.92	.04	.81
Scanning (Gs—P)	17,901	39	.82	.07	.91	.04	.87
Pattern Recognition (Gs—P)	454	3	.86	.05	.93	.03	.84
Reading Speed (Gs)	2,383	3	.91	.00	.95	.00	.91
Number Facility (Gs)	25,520	36	.86	.11	.93	.07	.80
Reaction Time and Decision Speed							
Reaction and Decision Speed (Gt)†	--	--	--	--	--	--	--
Choice Reaction Time (Gt)	--	--	--	--	--	--	--
Semantic Processing Speed (Gt)	3,163	4	.88	.01	.94	.01	.88
Mental Comparison Speed (Gt)	--	--	--	--	--	--	--
Acquired Knowledge (Generic)							
Acquired Knowledge (Direct Measure)	6,455	10	.79	.18	.89	.11	.90

Quantitative Ability/Knowledge							
Quantitative Ability (Gq)†	347,695	10	.85	.10	.92	.06	.76
Mathematics Achievement (Gq)	338,856	4	.72	.07	.85	.04	.72
Mathematics Knowledge (Gq)	798,072	42	.87	.05	.93	.03	.84
Verbal Ability (overall—Gc and Grw)							
Verbal Ability (Direct Measure)	8,291	23	.89	.06	.94	.03	.90
Reading and Writing							
Reading Comprehension (Grw)†	800,353	45	.82	.08	.90	.05	.81
Reading Decoding (Grw)	6,704	5	.89	.02	.94	.01	.89
Reading Speed (Grw)	4,349	2	.83	.18	.91	.10	.94
Native Language Usage (Grw)	346,990	16	.82	.08	.90	.04	.73
Writing Ability (Grw)	5,991	4	.89	.03	.94	.02	.90
Spelling Ability (Grw)	346,991	15	.80	.17	.89	.10	.59
Comprehension Knowledge							
Comprehension Knowledge (Gc)†	2,827	6	.88	.09	.94	.05	.94
General Verbal information (Gc)	353,431	43	.88	.06	.94	.03	.81
Language Development (Gc)	344,414	32	.82	.08	.90	.05	.82
Lexical Knowledge (Gc)	788,914	122	.88	.07	.94	.04	.82
Communication Ability (Gc)	338,856	4	.74	.00	.86	.00	.74
Listening Ability (Gc)	6,167	4	.84	.06	.92	.04	.83
Domain Specific Knowledge							
Domain Specific Knowledge (Gkn)†	338,856	4	.45	.01	.67	.01	.45
Arts and Humanities (Gkn—A&H)	153	1	.93	--	.96	--	.93
Artistic Knowledge (Gkn—A&H)	338,856	4	.53	.03	.73	.02	.53
Culinary Knowledge (Gkn—A&H)	338,856	4	.39	.05	.63	.04	.39
Literature Knowledge (Gkn—A&H)	338,856	4	.71	.05	.84	.03	.71
Humanities Knowledge (Gkn—A&H)	4,085	1	.90	--	.95	--	.90
Behavioral Content Knowledge (Gkn)	169	1	.79	--	.89	--	.79
Business Knowledge (Gkn)	338,856	4	.51	.05	.71	.04	.50
Conventional Knowledge (Gkn)	338,856	4	.40	.02	.64	.01	.40
Foreign Language Proficiency (Gkn)	--	--	--	--	--	--	--

Investigative Knowledge (Gkn)	338,856	4	.28	.03	.53	.03	.28
Occupational (Gkn)	3,218	9	.78	.12	.88	.07	.76
Occupational—Military (Gkn)	4,710	10	.87	.00	.93	.00	.87
Realistic Knowledge (Gkn)	338,856	4	.57	.01	.76	.01	.57
Realistic Knowledge (Applied) (Gkn)	339,117	6	.40	.13	.62	.10	.31
General Science Knowledge (Gkn—S)	442,690	27	.81	.05	.90	.03	.83
Life Sciences Knowledge (Gkn—S)	338,856	4	.54	.01	.73	.01	.54
Life Sciences Knowledge (Applied) (Gkn—S)	339,927	6	.63	.11	.79	.07	.56
Mechanical Knowledge (Gkn—S)	781,189	43	.78	.11	.88	.07	.67
Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--
Physical Sciences Knowledge (Gkn—S)	338,856	4	.74	.04	.86	.02	.74
Physical Sciences Knowledge (Applied) (Gkn—S)	793,717	32	.78	.12	.88	.08	.67
Social Studies Knowledge (Gkn)	343,094	6	.84	.05	.92	.03	.81
Social Studies Knowledge (Applied) (Gkn)	338,856	4	.47	.05	.69	.03	.47
Domain Specific Knowledge (Miscellaneous) (Gkn)	--	--	--	--	--	--	--
Cognitive Ability Compounds							
c-Verbal Ability & Memory	258	2	.93	.01	.96	.01	.93
c-Acquired Knowledge & Visual Processing (Gv)	22,729	9	.88	.02	.94	.01	.88
c-Quantitative Reasoning (Gf) & Number Facility	358	2	.90	.03	.95	.01	.89
c-Fluid (Gf) & Visual Processing (Gv)	2,128	19	.92	.03	.96	.01	.92
c-Lexical Knowledge (Gc) & Processing Speed (Gs)	--	--	--	--	--	--	--

Note. N = number of subjects; k = number of samples; $\bar{r}_{xx}$ = unweighted mean reliability; $SD_{r_{xx}}$ = unweighted standard deviation of reliabilities; $\bar{q}_x$ = unweighted mean square-root of reliabilities; SD_{q_x} = unweighted standard deviation of square-root of reliabilities; $\rho_{r_{xx}}$= sample-size weighted average reliability. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Where artifacts for a construct were not present, average of artifacts from second-stratum factor to which the construct belonged were used for corrections. †=tests classified as direct measure of higher-order construct.

Table 11

Characteristics of Reliability Artifact Distributions for Cognitive Test Domains, Normative (Random Stratified) Samples

Construct	N	K	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$
General Mental Ability (g)							
g†	63,138	46	.94	.02	.97	.01	.93
Fluid Ability							
Fluid (Gf)†	--	--	--	--	--	--	--
Induction (Gf)	353,436	50	.87	.07	.93	.04	.66
General Sequential Reasoning (Gf)	11,150	30	.77	.08	.88	.04	.82
Quantitative Reasoning (Gf)	16,025	6	.87	.06	.93	.03	.90
Short Term Memory							
Short Term Memory (Gsm)†	4,031	16	.87	.03	.93	.02	.88
Memory Span (Gsm)	349,576	30	.84	.04	.92	.02	.82
Working Memory Capacity (Gsm)	9,503	21	.87	.03	.93	.02	.88
Meaningful Memory (Gsm)	338,856	4	.62	.02	.79	.01	.62
Long Term Storage and Retrieval							
Long Term Storage and Retrieval (Glr)†	2,429	3	.91	.02	.95	.01	.91
Long Term Storage—Learning Efficiency							
Long Term Storage---Learning Efficiency (Glr—LE) †	1,250	13	.74	.06	.86	.03	.74
Associative Memory (Glr—LE)	8,454	17	.89	.03	.94	.02	.93
Meaningful Memory (Glr—LE)	2,401	16	.82	.05	.91	.03	.82
Free Recall Memory (Glr—LE)	705	1	.84	--	.92	--	.84
Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--	--
Long Term Storage—Retrieval Fluency							
Retrieval Fluency (Glr—RF)†	--	--	--	--	--	--	--
Ideational Fluency (Glr—RF)	--	--	--	--	--	--	--
Associational Fluency (Glr—RF)	--	--	--	--	--	--	--
Expressional Fluency (Glr—RF)	--	--	--	--	--	--	--
Originality/Creativity (Glr—RF)	338,856	4	.71	.02	.84	.01	.71

Naming Facility/Speed of Lexical Access (Glr—RF)	4,236	4	.95	.05	.97	.03	.92
Word Fluency (Glr—RF)	705	1	.84	--	.92	--	.84
Figural Fluency (Glr—RF)	--	--	--	--	--	--	--
Visual Processing							
Visual Processing (Gv)†	2,429	3	.83	.03	.91	.02	.83
Visualization (Gv)	353,638	50	.86	.06	.93	.03	.73
Speeded Rotation (Gv)	--	--	--	--	--	--	--
Closure Speed (Gv)	4,995	26	.76	.05	.87	.03	.76
Flexibility of Closure (Gv)	--	--	--	--	--	--	--
Spatial Scanning (Gv)	--	--	--	--	--	--	--
Imagery (Gv)	--	--	--	--	--	--	--
Visual Memory (Gv)	8,033	17	.79	.04	.89	.02	.74
Auditory Processing							
Auditory Processing (Ga)†	2,408	3	.93	.02	.96	.01	.93
Phonetic Coding (Ga)	6,866	4	.84	.05	.92	.03	.84
Memory for Sound Patterns (Ga)	--	--	--	--	--	--	--
Maintaining and Judging Rhythm (Ga)	--	--	--	--	--	--	--
Absolute Pitch (Ga)	--	--	--	--	--	--	--
Processing Speed							
Processing Speed (Gs)†	2,917	3	.94	.02	.97	.01	.94
Perceptual Speed (Gs—P)	8,556	26	.84	.03	.92	.02	.85
Scanning (Gs—P)	3,820	18	.77	.03	.88	.02	.78
Pattern Recognition (Gs—P)	--	--	--	--	--	--	--
Reading Speed (Gs)	2,383	3	.91	.00	.95	.00	.91
Number Facility (Gs)	5,095	6	.91	.02	.95	.01	.92
Reaction Time and Decision Speed							
Reaction and Decision Speed (Gt)†	--	--	--	--	--	--	--
Choice Reaction Time (Gt)	--	--	--	--	--	--	--
Semantic Processing Speed (Gt)	2,934	3	.88	.02	.94	.01	.88
Mental Comparison Speed (Gt)	--	--	--	--	--	--	--
Acquired Knowledge (Generic)							

Acquired Knowledge (Direct Measure)	2,446	3	.93	.02	.97	.01	.93
Quantitative Ability/Knowledge							
Quantitative Ability (Gq)†	344,614	8	.85	.11	.92	.06	.76
Mathematics Achievement (Gq)	338,856	4	.72	.07	.85	.04	.72
Mathematics Knowledge (Gq)	348,229	5	.81	.09	.90	.05	.79
Verbal Ability (overall—Gc and Grw)							
Verbal Ability (Direct Measure)	302	1	.91	--	.95	--	.91
Reading and Writing							
Reading Comprehension (Grw)†	354,924	11	.86	.05	.93	.03	.85
Reading Decoding (Grw)	6,704	5	.89	.02	.94	.01	.89
Reading Speed (Grw)	4,349	2	.83	.18	.91	.10	.94
Native Language Usage (Grw)	344,976	8	.81	.09	.90	.05	.73
Writing Ability (Grw)	5,991	4	.89	.03	.94	.02	.90
Spelling Ability (Grw)	345,166	8	.75	.18	.86	.11	.58
Comprehension Knowledge							
Comprehension Knowledge (Gc)†	2,429	3	.96	.01	.98	.01	.96
General Verbal information (Gc)	351,421	34	.90	.04	.95	.02	.81
Language Development (Gc)	343,851	30	.84	.03	.91	.02	.82
Lexical Knowledge (Gc)	361,299	53	.91	.06	.95	.03	.73
Communication Ability (Gc)	338,856	4	.74	.00	.86	.00	.74
Listening Ability (Gc)	6,167	4	.84	.06	.92	.04	.83
Domain Specific Knowledge							
Domain Specific Knowledge (Gkn)†	338,856	4	.45	.01	.67	.01	.45
Arts and Humanities (Gkn—A&H)	--	--	--	--	--	--	--
Artistic Knowledge (Gkn—A&H)	338,856	4	.53	.03	.73	.02	.53
Culinary Knowledge (Gkn—A&H)	338,856	4	.39	.05	.63	.04	.39
Literature Knowledge (Gkn—A&H)	338,856	4	.71	.05	.84	.03	.71
Humanities Knowledge (Gkn—A&H)	4,085	1	.90	--	.95	--	.90
Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--	--
Business Knowledge (Gkn)	338,856	4	.51	.05	.71	.04	.50
Conventional Knowledge (Gkn)	338,856	4	.40	.02	.64	.01	.40

Foreign Language Proficiency (Gkn)	--	--	--	--	--	--	--
Investigative Knowledge (Gkn)	338,856	4	.28	.03	.53	.03	.28
Occupational (Gkn)	--	--	--	--	--	--	--
Occupational—Military (Gkn)	--	--	--	--	--	--	--
Realistic Knowledge (Gkn)	338,856	4	.57	.01	.76	.01	.57
Realistic Knowledge (Applied) (Gkn)	338,856	4	.31	.01	.56	.01	.31
General Science Knowledge (Gkn—S)	13,458	2	.84	.01	.92	.00	.84
Life Sciences Knowledge (Gkn—S)	338,856	4	.54	.01	.73	.01	.54
Life Sciences Knowledge (Applied) (Gkn—S)	338,856	4	.56	.02	.75	.01	.56
Mechanical Knowledge (Gkn—S)	348,229	5	.55	.16	.73	.10	.48
Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--
Physical Sciences Knowledge (Gkn—S)	338,856	4	.74	.04	.86	.02	.74
Physical Sciences Knowledge (Applied) (Gkn—S)	348,229	5	.54	.16	.73	.10	.48
Social Studies Knowledge (Gkn)	342,941	5	.83	.03	.91	.02	.81
Social Studies Knowledge (Applied) (Gkn)	338,856	4	.47	.05	.69	.03	.47
Domain Specific Knowledge (Miscellaneous) (Gkn)	--	--	--	--	--	--	--
Cognitive Ability Compounds							
c-Verbal Ability & Memory	--	--	--	--	--	--	--
c-Acquired Knowledge & Visual Processing (Gv)	--	--	--	--	--	--	--
c-Quantitative Reasoning (Gf) & Number Facility	--	--	--	--	--	--	--
c-Fluid (Gf) & Visual Processing (Gv)	1,500	15	.94	.01	.97	.01	.94
c-Lexical Knowledge (Gc) & Processing Speed (Gs)	--	--	--	--	--	--	--

Note. N = number of subjects; k = number of samples; $\bar{r}_{xx}$ = unweighted mean reliability; $SD_{r_{xx}}$ = unweighted standard deviation of reliabilities; $\bar{q}_x$ = unweighted mean square-root of reliabilities; SD_{q_x} = unweighted standard deviation of square-root of reliabilities; $\rho_{r_{xx}}$= sample-size weighted average reliability. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Where artifacts for a construct were not present, average of artifacts from second-stratum factor to which the construct belonged were used for corrections. †=tests classified as direct measure of higher-order construct.

Table 12

Characteristics of Reliability Artifact Distributions for Cognitive Test Domains, Non-Normative Samples

Construct	N	k	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$
General Mental Ability (g)							
g†	305,282	49	.89	.06	.94	.03	.94
Fluid Ability							
Fluid (Gf)†	1,206	5	.79	.04	.89	.02	.80
Induction (Gf)	73,121	96	.76	.12	.87	.07	.82
General Sequential Reasoning (Gf)	6,015	22	.70	.16	.83	.10	.73
Quantitative Reasoning (Gf)	415,691	67	.79	.11	.89	.07	.89
Short Term Memory							
Short Term Memory (Gsm)†	--	--	--	--	--	--	--
Memory Span (Gsm)	3,673	11	.83	.08	.91	.04	.80
Working Memory Capacity (Gsm)	1,576	8	.88	.06	.94	.03	.85
Meaningful Memory (Gsm)	--	--	--	--	--	--	--
Long Term Storage and Retrieval							
Long Term Storage and Retrieval (Glr)†	642	4	.82	.06	.91	.03	.82
Long Term Storage—Learning Efficiency							
Long Term Storage---Learning Efficiency (Glr—LE—Direct)	--	--	--	--	--	--	--
Associative Memory (Glr—LE)	3,391	14	.81	.05	.90	.03	.79
Meaningful Memory (Glr—LE)	950	7	.85	.07	.92	.04	.86
Free Recall Memory (Glr—LE)	--	--	--	--	--	--	--
Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--	--
Long Term Storage—Retrieval Fluency							
Retrieval Fluency (Glr—RF)†	181	1	.81	--	.90	--	.81
Ideational Fluency (Glr—RF)	3,092	7	.80	.04	.89	.02	.77
Associational Fluency (Glr—RF)	--	--	--	--	--	--	--
Expressional Fluency (Glr—RF)	110	1	.88	--	.94	--	.88
Originality/Creativity (Glr—RF)	454	3	.74	.14	.86	.08	.71

Naming Facility/Speed of Lexical Access (Glr—RF)	907	8	.77	.09	.87	.05	.78
Word Fluency (Glr—RF)	3,069	8	.76	.04	.87	.03	.76
Figural Fluency (Glr—RF)	--	--	--	--	--	--	--
Visual Processing							
Visual Processing (Gv)†	13,995	1	.90	--	.95	--	.90
Visualization (Gv)	40,070	69	.83	.08	.91	.04	.81
Speeded Rotation (Gv)	1,141	2	.80	.00	.89	.00	.80
Closure Speed (Gv)	245,985	17	.80	.07	.89	.04	.83
Flexibility of Closure (Gv)	27,220	34	.78	.08	.88	.05	.77
Spatial Scanning (Gv)	2,643	16	.80	.09	.89	.05	.81
Imagery (Gv)	924	6	.67	.08	.82	.05	.67
Visual Memory (Gv)	543	3	.65	.17	.80	.11	.69
Auditory Processing							
Auditory Processing (Ga)†	--	--	--	--	--	--	--
Phonetic Coding (Ga)	232	1	.86	--	.93	--	.86
Memory for Sound Patterns (Ga)	149	1	.83	--	.91	--	.83
Maintaining and Judging Rhythm (Ga)	1,158	2	.67	.00	.82	.00	.67
Absolute Pitch (Ga)	149	1	.83	--	.91	--	.83
Processing Speed							
Processing Speed (Gs)†	4,075	4	.90	.01	.95	.01	.90
Perceptual Speed (Gs—P)	8,134	35	.85	.09	.92	.05	.86
Scanning (Gs—P)	14,081	21	.87	.06	.93	.04	.90
Pattern Recognition (Gs—P)	454	3	.86	.05	.93	.03	.84
Reading Speed (Gs)	--	--	--	--	--	--	--
Number Facility (Gs)	9,462	29	.86	.11	.92	.07	.84
Reaction Time and Decision Speed							
Reaction and Decision Speed (Gt)†	--	--	--	--	--	--	--
Choice Reaction Time (Gt)	--	--	--	--	--	--	--
Semantic Processing Speed (Gt)	229	1	.87	--	.93	--	.87
Mental Comparison Speed (Gt)	--	--	--	--	--	--	--
Acquired Knowledge (Generic)							

Acquired Knowledge (Direct Measure)	4,009	7	.74	.19	.85	.12	.89
Quantitative Ability/Knowledge							
Quantitative Ability (Gq)†	3,081	2	.86	.06	.92	.03	.90
Mathematics Achievement (Gq)	--	--	--	--	--	--	--
Mathematics Knowledge (Gq)	438,880	36	.88	.03	.94	.02	.88
Verbal Ability (overall—Gc and Grw)							
Verbal Ability (Direct Measure)	3,425	4	.85	.11	.92	.06	.91
Reading and Writing							
Reading Comprehension (Grw)†	434,467	33	.81	.06	.90	.04	.79
Reading Decoding (Grw)	--	--	--	--	--	--	--
Reading Speed (Grw)	--	--	--	--	--	--	--
Native Language Usage (Grw)	2,014	8	.82	.07	.91	.04	.83
Writing Ability (Grw)	--	--	--	--	--	--	--
Spelling Ability (Grw)	1,825	7	.86	.15	.92	.09	.94
Comprehension Knowledge							
Comprehension Knowledge (Gc)†	398	3	.79	.01	.89	.01	.79
General Verbal information (Gc)	2,010	9	.80	.07	.90	.04	.78
Language Development (Gc)	563	2	.53	.04	.73	.03	.54
Lexical Knowledge (Gc)	416,652	68	.87	.07	.93	.04	.90
Communication Ability (Gc)	--	--	--	--	--	--	--
Listening Ability (Gc)	--	--	--	--	--	--	--
Domain Specific Knowledge							
Domain Specific Knowledge (Gkn)†	--	--	--	--	--	--	--
Arts and Humanities (Gkn—A&H)	153	1	.93	--	.96	--	.93
Artistic Knowledge (Gkn—A&H)	--	--	--	--	--	--	--
Culinary Knowledge (Gkn—A&H)	--	--	--	--	--	--	--
Literature Knowledge (Gkn—A&H)	--	--	--	--	--	--	--
Humanities Knowledge (Gkn—A&H)	--	--	--	--	--	--	--
Behavioral Content Knowledge (Gkn)	169	1	.79	--	.89	--	.79
Business Knowledge (Gkn)	--	--	--	--	--	--	--
Conventional Knowledge (Gkn)	--	--	--	--	--	--	--

Foreign Language Proficiency (Gkn)	--	--	--	--	--	--	--
Investigative Knowledge (Gkn)	--	--	--	--	--	--	--
Occupational (Gkn)	3,218	9	.78	.12	.88	.07	.76
Occupational—Military (Gkn)	4,710	10	.87	.00	.93	.00	.87
Realistic Knowledge (Gkn)	--	--	--	--	--	--	--
Realistic Knowledge (Applied) (Gkn)	261	2	.57	.00	.75	.00	.57
General Science Knowledge (Gkn—S)	418,269	24	.81	.05	.90	.03	.83
Life Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--
Life Sciences Knowledge (Applied) (Gkn—S)	1,071	2	.76	.08	.87	.04	.80
Mechanical Knowledge (Gkn—S)	421,997	37	.81	.05	.90	.03	.82
Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--
Physical Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--
Physical Sciences Knowledge (Applied) (Gkn—S)	434,525	26	.82	.03	.91	.02	.82
Social Studies Knowledge (Gkn)	153	1	.94	--	.97	--	.94
Social Studies Knowledge (Applied) (Gkn)	--	--	--	--	--	--	--
Domain Specific Knowledge (Miscellaneous) (Gkn)	--	--	--	--	--	--	--
Cognitive Ability Compounds							
c-Verbal Ability & Memory	258	2	.93	.01	.96	.01	.93
c-Acquired Knowledge & Visual Processing (Gv)	22,729	9	.88	.02	.94	.01	.88
c-Quantitative Reasoning (Gf) & Number Facility	358	2	.90	.03	.95	.01	.89
c-Fluid (Gf) & Visual Processing (Gv)	628	4	.88	.01	.94	.01	.88
c-Lexical Knowledge (Gc) & Processing Speed (Gs)	--	--	--	--	--	--	--

Note. N = number of subjects; k = number of samples; $\bar{r}_{xx}$ = unweighted mean reliability; $SD_{r_{xx}}$ = unweighted standard deviation of reliabilities; $\bar{q}_x$ = unweighted mean square-root of reliabilities; SD_{q_x} = unweighted standard deviation of square-root of reliabilities; $\rho_{r_{xx}}$ = sample-size weighted average reliability. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Where artifacts for a construct were not present, average of artifacts from second-stratum factor to which the construct belonged were used for corrections. †=tests classified as direct measure of higher-order construct.

Table 13

Characteristics of Range Restriction Artifact Distributions for Cognitive Test Domains, Non-Normative Samples

Construct	N	k	$\bar{u}_x$	SD_{u_x}	ρ_{u_x}
General Mental Ability (g)					
g†	6,343	20	.83	.19	.79
Fluid Ability					
Fluid (Gf)†	--	--	--	--	--
Induction (Gf)	40,904	34	.91	.11	.98
General Sequential Reasoning (Gf)	4,850	15	.86	.10	.81
Quantitative Reasoning (Gf)	1,515,303	57	.92	.15	.84
Short Term Memory					
Short Term Memory (Gsm)†	177	1	1.00	--	1.00
Memory Span (Gsm)	652	5	1.00	.15	1.02
Working Memory Capacity (Gsm)	439	3	.90	.16	.84
Meaningful Memory (Gsm)	--	--	--	--	--
Long Term Storage and Retrieval					
Long Term Storage and Retrieval (Glr)†	177	1	1.06	--	1.06
Long Term Storage—Learning Efficiency					
Long Term Storage---Learning Efficiency (Glr—LE—Direct)	--	--	--	--	--
Associative Memory (Glr—LE)	561	2	.93	.01	.93
Meaningful Memory (Glr—LE)	329	1	.89	--	.89
Free Recall Memory (Glr—LE)	--	--	--	--	--
Long Term Visual Memory (Glr—LE)	--	--	--	--	--
Long Term Storage—Retrieval Fluency					
Retrieval Fluency (Glr—RF)†	--	--	--	--	--
Ideational Fluency (Glr—RF)	636	4	.86	.32	.94
Associational Fluency (Glr—RF)	--	--	--	--	--
Expressional Fluency (Glr—RF)	--	--	--	--	--
Originality/Creativity (Glr—RF)	727	5	.81	.06	.79
Naming Facility/Speed of Lexical Access (Glr—RF)	177	1	.97	--	.97

Word Fluency (Glr—RF)	--	--	--	--	--
Figural Fluency (Glr—RF)	--	--	--	--	--
Visual Processing					
Visual Processing (Gv)†	527	4	.85	.15	.88
Visualization (Gv)	45,939	40	.97	.13	.98
Speeded Rotation (Gv)	--	--	--	--	--
Closure Speed (Gv)	430,114	14	.85	.13	.81
Flexibility of Closure (Gv)	22,729	9	1.03	.05	1.01
Spatial Scanning (Gv)	--	--	--	--	--
Imagery (Gv)	--	--	--	--	--
Visual Memory (Gv)	229	1	.80	--	.80
Auditory Processing					
Auditory Processing (Ga)†	177	1	.97	--	.97
Phonetic Coding (Ga)	232	1	.82	--	.82
Memory for Sound Patterns (Ga)	--	--	--	--	--
Maintaining and Judging Rhythm (Ga)	--	--	--	--	--
Absolute Pitch (Ga)	--	--	--	--	--
Processing Speed					
Processing Speed (Gs)†	345	3	1.11	.25	1.05
Perceptual Speed (Gs—P)	1,067,845	45	.85	.14	.78
Scanning (Gs—P)	51,645	37	.85	.16	.90
Pattern Recognition (Gs—P)	15,674	16	.88	.12	.82
Reading Speed (Gs)	--	--	--	--	--
Number Facility (Gs)	1,064,667	41	.86	.08	.80
Reaction Time and Decision Speed					
Reaction and Decision Speed (Gt)†	--	--	--	--	--
Choice Reaction Time (Gt)	--	--	--	--	--
Semantic Processing Speed (Gt)	229	1	1.19	--	1.19
Mental Comparison Speed (Gt)	--	--	--	--	--
Acquired Knowledge (Generic)					
Acquired Knowledge (Direct Measure)	931,673	15	.70	.13	.72

Quantitative Ability/Knowledge					
Quantitative Ability (Gq)†	315,525	94	.74	.18	.88
Mathematics Achievement (Gq)	--	--	--	--	--
Mathematics Knowledge (Gq)	1,528,534	61	.90	.13	.83
Verbal Ability (overall—Gc and Grw)					
Verbal Ability (Direct Measure)	43,420	68	.80	.13	.80
Reading and Writing					
Reading Comprehension (Grw)†	1,495,346	47	.86	.17	.77
Reading Decoding (Grw)	--	--	--	--	--
Reading Speed (Grw)	--	--	--	--	--
Native Language Usage (Grw)	750	7	.96	.04	.96
Writing Ability (Grw)	--	--	--	--	--
Spelling Ability (Grw)	750	7	1.04	.16	1.03
Comprehension Knowledge					
Comprehension Knowledge (Gc)†	177	1	1.00	--	1.00
General Verbal information (Gc)	5,012	20	1.09	.29	.94
Language Development (Gc)	423	4	.90	.06	.88
Lexical Knowledge (Gc)	1,325,951	54	.85	.14	.73
Communication Ability (Gc)	--	--	--	--	--
Listening Ability (Gc)	--	--	--	--	--
Domain Specific Knowledge					
Domain Specific Knowledge (Gkn)†	--	--	--	--	--
Arts and Humanities (Gkn—A&H)	--	--	--	--	--
Artistic Knowledge (Gkn—A&H)	--	--	--	--	--
Culinary Knowledge (Gkn—A&H)	--	--	--	--	--
Literature Knowledge (Gkn—A&H)	--	--	--	--	--
Humanities Knowledge (Gkn—A&H)	--	--	--	--	--
Behavioral Content Knowledge (Gkn)	--	--	--	--	--
Business Knowledge (Gkn)	--	--	--	--	--
Conventional Knowledge (Gkn)	--	--	--	--	--
Foreign Language Proficiency (Gkn)	844	3	.50	.11	.50

Investigative Knowledge (Gkn)	--	--	--	--	--
Occupational (Gkn)	--	--	--	--	--
Occupational—Military (Gkn)	--	--	--	--	--
Realistic Knowledge (Gkn)	--	--	--	--	--
Realistic Knowledge (Applied) (Gkn)	--	--	--	--	--
General Science Knowledge (Gkn—S)	996,643	29	.98	.11	.86
Life Sciences Knowledge (Gkn—S)	--	--	--	--	--
Life Sciences Knowledge (Applied) (Gkn—S)	--	--	--	--	--
Mechanical Knowledge (Gkn—S)	1,506,531	60	.97	.10	.91
Natural Sciences Knowledge (Gkn—S)	19,196	5	.86	.14	.99
Physical Sciences Knowledge (Gkn—S)	--	--	--	--	--
Physical Sciences Knowledge (Applied) (Gkn—S)	1,517,098	55	.95	.13	.90
Social Studies Knowledge (Gkn)	19,196	5	.80	.20	.99
Social Studies Knowledge (Applied) (Gkn)	--	--	--	--	--
Domain Specific Knowledge (Miscellaneous) (Gkn)	--	--	--	--	--
Cognitive Ability Compounds					
c-Verbal Ability & Memory	--	--	--	--	--
c-Acquired Knowledge & Visual Processing (Gv)	35,240	10	1.02	.03	1.00
c-Quantitative Reasoning (Gf) & Number Facility	6,861	8	.70	.08	.72
c-Fluid (Gf) & Visual Processing (Gv)	239	2	1.01	.06	.99
c-Lexical Knowledge (Gc) & Processing Speed (Gs)	--	--	--	--	--

Note. *N* = number of subjects; *k* = number of samples; $\bar{u}_x$ = unweighted mean u-ratio; SD_{u_x} = unweighted standard deviation of u-ratios; ρ_{u_x}= sample-size weighted average u-ratio. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Where artifacts for a construct were not present, average of artifacts from second-stratum factor to which the construct belonged were used for corrections. †=tests classified as direct measure of higher-order construct.

Table 14

Within-Subdomain Convergent Validity of Cognitive Ability Tests

Construct	N	k	$\bar{r}$	SD_r	SD_{res}	ρ	SD_ρ	95% CI	80% CV
General Mental Ability (g)									
g†	22,009	107	.80	.09	.07	**.89**	.07	.87-.91	.80-.98
Fluid Ability									
Fluid (Gf) †	4,254	9	.66	.11	.03	**.85**	.02	.80-.91	.82-.89
Induction (Gf)	30,992	120	.54	.18	.15	**.83**	.21	.77-.88	.56-1.00
General Sequential Reasoning (Gf)	1,837	8	.33	.10	.00	**.69**	.00	.63-.74	.69-.69
Quantitative Reasoning (Gf)	28,241	34	.78	.13	.13	**.90**	.10	.86-.94	.77-1.00
Short Term Memory									
Short Term Memory (Gsm) †	4,082	3	.95	.01	.00	**1.00**	.00	1.00-1.00	1.00-1.00
Memory Span (Gsm)	4,021	11	.50	.18	.17	**.62**	.21	.42-.81	.34-.89
Working Memory Capacity (Gsm)	9,230	20	.58	.07	.05	**.66**	.06	.62-.69	.58-.74
Long Term Storage—Learning Efficiency									
Associative Memory (Glr—LE)	4,462	20	.82	.10	.10	**.90**	.10	.84-.96	.77-1.00
Meaningful Memory (Glr—LE)	2,500	16	.83	.04	.00	**1.00**	.00	.98-1.00	1.00-1.00
Long Term Storage—Retrieval Fluency									
Ideational Fluency (Glr—RF)	4,563	11	.37	.15	.00	**.55**	.00	.44-.66	.55-.55
Expressional Fluency (Glr—RF)	230	1	.64	--	--	**.90**	--	.77-1.00	-----
Word Fluency (Glr—RF)	745	3	.65	.04	.00	**.89**	.00	.78-.99	.89-.89
Figural Fluency (Glr—RF)	230	1	.76	--	--	**1.00**	--	.99-1.00	-----
Visual Processing									
Visualization (Gv)	388,055	86	.47	.03	.00	**.64**	.01	.63-.65	.63-.65
Closure Speed (Gv)	23,670	42	.45	.06	.05	**.64**	.05	.62-.67	.57-.71
Flexibility of Closure (Gv)	1,152	7	.43	.06	.00	**.45**	.00	.33-.56	.45-.45
Spatial Scanning (Gv)	1,005	8	.44	.14	.11	**.69**	.08	.58-.79	.59-.79
Visual Memory (Gv)	2,500	16	.39	.14	.12	**.53**	.16	.43-.62	.32-.73
Auditory Processing									
Phonetic Coding (Ga)	6,577	7	.50	.07	.06	**.60**	.08	.54-.66	.50-.70
Processing Speed									
Perceptual Speed (Gs)	349,713	31	.36	.03	.03	**.43**	.03	.41-.45	.39-.47
Scanning (Gs)	4,853	25	.39	.18	.11	**.57**	.06	.52-.63	.50-.65
Pattern Recognition (Gs)	11,667	7	.53	.04	.00	**.67**	.02	.62-.72	.64-.70

Number Facility (Gs)	4,968	22	.73	.07	.05	**.85**	.04	.82-.88	.80-.90
Reaction Time and Decision Speed									
Choice Reaction Time (Gt)	120	1	.64	--	--	**.85**	--	.77-.92	-----
Acquired Knowledge									
Acquired Knowledge†	1,552	5	.56	.40	.39	**.94**	.24	.72-1.00	.63-1.00
Quantitative Ability/Knowledge									
Quantitative Ability (Gq) †	880	3	.79	.02	.00	**.92**	.00	.91-.94	.92-.92
Mathematics Knowledge (Gq)	2,469	8	.74	.16	.15	**.90**	.11	.80-.99	.76-1.00
Mathematics Achievement (Gq)	338,856	4	.73	.09	.08	**1.00**	.11	.89-1.00	.88-1.00
Verbal Ability (overall—Gc and Grw)									
Verbal Ability†	7,176	20	.74	.12	.10	**.92**	.07	.88-.96	.83-1.00
Reading and Writing									
Reading Comprehension (Grw)	4,738	5	.95	.04	.04	**1.00**	.05	1.00-1.00	1.00-1.00
Reading Decoding (Grw)	7,828	7	.73	.04	.04	**.82**	.04	.79-.86	.77-.88
Native Language Usage (Grw)	339,464	6	.52	.01	.00	**.71**	.00	.70-.71	.71-.71
Spelling Ability (Grw)	411	1	.84	--	--	**.89**	--	.86-.92	-----
Comprehension Knowledge									
Comprehension Knowledge (Gc) †	4,082	3	.97	.01	.00	**1.00**	.00	1.00-1.00	1.00-1.00
General Verbal information (Gc)	339,084	5	.74	.02	.01	**.91**	.01	.89-.93	.89-.92
Language Development (Gc)	1,902	8	.24	.08	.02	**.42**	.00	.36-.49	.42-.43
Lexical Knowledge (Gc)	368,134	57	.82	.04	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Communication Ability (Gc)	338,856	4	.69	.00	.00	**.94**	.00	.93-.94	.93-.94
Domain Specific Knowledge									
Artistic Knowledge (Gkn—A&H)	339,176	5	.47	.02	.01	**.88**	.02	.84-.91	.85-.91
Literature Knowledge (Gkn—A&H)	548	2	.60	.08	.00	**.97**	.00	.90-1.00	.97-.97
Conventional Knowledge (Gkn)	338,856	4	.28	.01	.00	**.70**	.00	.68-.71	.70-.70
Foreign Language Proficiency (Gkn)	120	1	.40	--	--	**.90**	--	.86-.94	-----
Occupational (Gkn)	289	3	.72	.07	.00	**.97**	.00	.92-1.00	.97-.97
Occupational—Military (Gkn)	1,132	2	.49	.08	.07	**.79**	.04	.73-.85	.74-.84
Realistic Knowledge (Gkn)	338,856	4	.41	.02	.02	**.72**	.04	.68-.76	.67-.76
Realistic Knowledge (Applied) (Gkn)	338,856	4	.29	.03	.03	**.92**	.08	.84-1.00	.81-1.00
General Science Knowledge (Gkn—S)	980	1	.39	--	--	**.63**	--	.59-.67	-----
Life Sciences Knowledge (App.) (Gkn—S)	1,071	2	.09	.34	.33	**.39**	.28	-.01-.78	.03-.74
Mechanical Knowledge (Gkn—S)	342,052	20	.37	.01	.00	**.77**	.00	.76-.78	.77-.77
Phys. Sciences Knowledge (Gkn—S)	548	2	.48	.11	.10	**.67**	.09	.53-.82	.56-.79
Phys. Sciences Knowledge (App.) (Gkn—S)	2,239,721	62	.62	.06	.05	**.87**	.06	.84-.90	.79-.94

Social Studies Knowledge (Gkn)	548	2	.46	.05	.00	**.50**	.00	.43-.57	.50-.50
Unspecified or Miscellaneous (Gkn)	338,856	4	.36	.03	.03	**.39**	.03	.36-.42	.35-.43
Cognitive Ability Compounds									
c- Reading Comp. (Grw) & Processing Speed (Gs)	4,082	3	.76	.03	.02	**.88**	.03	.84-.92	.85-.91

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; SD_{res} = standard deviation of observed correlations after correcting for sampling error; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ= standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. c- Reading Comp. (Grw) & Processing Speed (Gs) = COMPOUND--Reading Comprehension + Processing Speed. †=tests classified as direct measure of higher-order construct.

Table 15

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains and General Mental Ability (g; direct measures of construct)

Construct	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
Fluid Ability								
Fluid (Gf)†	7,083	20	.66	.08	**.83**	.00	.81-.86	.83-.83
Induction (Gf)	17,373	105	.58	.14	**.76**	.10	.72-.80	.63-.88
General Sequential Reasoning (Gf)	8,487	47	.48	.13	**.63**	.06	.59-.68	.55-.71
Quantitative Reasoning (Gf)	6,079	11	.70	.13	**.85**	.08	.80-.90	.74-.95
Short Term Memory								
Short Term Memory (Gsm)†	177	1	.55	--	**.67**	--	.58-.75	-----
Memory Span (Gsm)	6,317	35	.49	.09	**.54**	.04	.50-.58	.49-.60
Working Memory Capacity (Gsm)	3,437	20	.63	.09	**.69**	.08	.65-.74	.60-.79
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	177	1	.60	--	**.73**	--	.65-.81	-----
Long Term Storage—Learning Efficiency								
Associative Memory (Glr-LE)	552	3	.37	.11	**.54**	.07	.45-.64	.46-.63
Meaningful Memory (Glr-LE)	541	3	.45	.06	**.59**	.00	.54-.65	.59-.59
Long Term Visual Memory (Glr-LE)	433	1	.23	--	**.42**	--	.35-.50	-----
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr-RF)	764	4	.23	.19	**.43**	.00	.28-.59	.43-.43
Associational Fluency (Glr-RF)	61	1	.06	--	**.39**	--	.19-.58	-----
Expressional Fluency (Glr-RF)	94	1	.36	--	**.62**	--	.48-.76	-----
Naming Facility (Glr-RF)	673	3	.34	.36	**.60**	.22	.29-.90	.31-.88
Word Fluency (Glr-RF)	617	3	.45	.20	**.69**	.07	.51-.87	.61-.77
Visual Processing								
Visual Processing (Gv)†	2,817	7	.47	.11	**.65**	.00	.55-.75	.65-.65
Visualization (Gv)	36,175	128	.64	.18	**.75**	.07	.72-.78	.66-.85
Closure Speed (Gv)	6,815	38	.40	.08	**.55**	.03	.51-.58	.52-.58
Flexibility of Closure (Gv)	1,024	6	.38	.09	**.40**	.00	.34-.47	.40-.40
Spatial Scanning (Gv)	692	3	.28	.13	**.58**	.00	.48-.69	.58-.58

Visual Memory (Gv)	433	1	.15	--	**.52**	--	.45-.59	-----
Auditory Processing								
Auditory Processing (Ga)†	177	1	.56	--	**.81**	--	.74-.89	-----
Memory for Sound Patterns (Ga)	2,968	2	.40	.09	**.70**	.00	.61-.78	.70-.70
Absolute Pitch (Ga)	319	1	.27	--	**.60**	--	.53-.68	-----
Processing Speed								
Processing Speed (Gs)†	579	3	.35	.15	**.33**	.06	.19-.48	.25-.42
Perceptual Speed (Gs--PS)	678,809	77	.43	.03	**.69**	.00	.69-.70	.69-.69
Scanning (Gs--PS)	51,820	71	.54	.06	**.73**	.00	.70-.75	.73-.73
Pattern Recognition (Gs--PS)	47,789	49	.52	.05	**.68**	.00	.67-.69	.68-.68
Number Facility (Gs)	669,412	21	.48	.02	**.72**	.00	.72-.73	.72-.72
Acquired Knowledge								
Acquired Knowledge†	1,007	12	.62	.19	**.88**	.08	.81-.95	.78-.97
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	1,697	16	.73	.12	**.85**	.06	.81-.90	.78-.93
Mathematics Knowledge (Gq)	6,597	32	.67	.10	**.83**	.05	.80-.85	.77-.89
Mathematics Achievement (Gq)	94	1	.67	--	**.83**	--	.75-.91	-----
Verbal Ability								
Verbal Ability†	11,713	51	.69	.09	**.86**	.02	.84-.88	.83-.89
Reading and Writing								
Reading Comprehension (Grw)	3,962	16	.67	.11	**.87**	.04	.83-.91	.81-.93
Reading Speed (Grw)	558	4	.46	.15	**.73**	.04	.63-.83	.69-.78
Native Language Usage (Grw)	4,212	26	.71	.07	**.78**	.00	.75-.80	.78-.78
Writing Ability (Grw)	392	3	.65	.04	**.86**	.00	.83-.89	.86-.86
Spelling Ability (Grw)	5,068	34	.59	.09	**.52**	.00	.49-.55	.52-.52
Comprehension Knowledg								
Comprehension Knowledge (Gc)†	285	3	.68	.05	**.88**	.00	.85-.91	.88-.88
General Verbal Information (Gc)	7,040	39	.57	.10	**.68**	.00	.64-.72	.68-.68
Language Development (Gc)	6,463	34	.52	.09	**.63**	.05	.59-.67	.56-.70
Lexical Knowledge (Gc)	10,033	41	.62	.11	**.78**	.04	.74-.81	.72-.83
Domain Specific Knowledge								
Foreign Language Proficiency (Gkn)	17	1	.63	--	**.82**	--	.69-.95	-----

Occupational Knowledge--Military (Gkn)	4,705	10	.43	.07	**.71**	.00	.68-.74	.71-.71
General Science Knowledge (Gkn--S)	667,165	9	.75	.01	**.89**	.00	.89-.90	.89-.89
Mechanical Knowledge (Gkn--S)	674,771	56	.64	.03	**.79**	.00	.78-.80	.79-.79
Natural Sciences Knowledge (Gkn--S)	134	2	.55	.08	**.56**	.00	.46-.67	.56-.56
Phys. Sciences Knowledge (App.) (Gkn--S)	667,779	10	.48	.05	**.67**	.00	.65-.70	.67-.67
Social Studies Knowledge (Gkn)	197	3	.60	.06	**.58**	.00	.53-.64	.58-.58
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Facility (Gs)	10,048	38	.58	.09	**.79**	.00	.78-.81	.79-.79
c-Fluid (Gf) & Visual Processing (Gv)	1,677	16	.82	.03	**.89**	.01	.86-.91	.88-.89

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 16

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Fluid Ability

Constructs (bold = X variable, others = Y variable)	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
Fluid (Gf)†								
General Cognitive Ability								
g†	7,083	20	.66	.08	**.83**	.00	.81-.86	.83-.83
Fluid Ability								
Induction (Gf)	11,566	27	.42	.11	**.66**	.00	.62-.70	.66-.66
General Sequential Reasoning (Gf)	3,656	16	.57	.15	**.83**	.04	.77-.89	.77-.88
Quantitative Reasoning (Gf)	2,461	10	.55	.12	**.76**	.05	.70-.82	.69-.82
Short Term Memory								
Memory Span (Gsm)	566	4	.32	.08	**.34**	.00	.26-.42	.34-.34
Working Memory Capacity (Gsm)	166	2	.54	.06	**.76**	.00	.70-.82	.76-.76
Long Term Storage and Retrieval Fluency								
Word Fluency (Glr-RF)	959	5	.27	.15	**.54**	.00	.43-.66	.54-.54
Visual Processing								
Visual Processing (Gv)†	368	3	.15	.08	**.42**	.00	.34-.50	.42-.42
Visualization (Gv)	4,363	21	.44	.13	**.62**	.00	.56-.67	.62-.62
Closure Speed (Gv)	185	2	.09	.04	**.43**	.00	.38-.47	.43-.43
Flexibility of Closure (Gv)	123	1	.18	--	**.21**	--	.02-.41	--
Imagery (Gv)	446	3	.52	.02	**.81**	.00	.79-.83	.81-.81
Auditory Processing								
Memory for Sound Patterns (Ga)	149	1	.22	--	**.55**	--	.42-.68	--
Maintaining/Judging Rhythm (Ga)	149	1	.21	--	**.54**	--	.41-.67	--
Absolute Pitch (Ga)	149	1	.32	--	**.63**	--	.51-.75	--
Processing Speed								
Perceptual Speed (Gs--PS)	1,858	16	.25	.13	**.55**	.00	.51-.60	.55-.55
Scanning (Gs--PS)	2,346	10	.30	.21	**.61**	.00	.52-.70	.61-.61
Pattern Recognition (Gs--PS)	1,401	4	.47	.15	**.71**	.06	.60-.82	.63-.79
Number Facility (Gs)	604	3	.11	.19	**.45**	.00	.29-.61	.45-.45
Acquired Knowledge								
Acquired Knowledge†	1,090	5	.49	.10	**.79**	.00	.73-.85	.79-.79
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	7,030	37	.60	.11	**.78**	.04	.75-.81	.73-.83

Mathematics Knowledge (Gq)	941	10	.52	.15	**.74**	.06	.67-.81	.67-.81
Verbal Ability								
Verbal Ability†	12,177	47	.53	.13	**.76**	.00	.73-.79	.75-.76
Reading and Writing								
Reading Comprehension (Grw)	771	5	.45	.10	**.73**	.00	.66-.79	.73-.73
Reading Speed (Grw)	228	1	.11	--	**.47**	--	.38-.57	--
Native Language Usage (Grw)	495	7	.56	.10	**.69**	.00	.62-.76	.69-.69
Spelling Ability (Grw)	495	7	.43	.13	**.42**	.00	.32-.51	.42-.42
Comprehension Knowledge								
General Verbal Information (Gc)	1,228	6	.39	.15	**.59**	.00	.47-.70	.59-.59
Language Development (Gc)	527	3	.25	.06	**.49**	.00	.43-.55	.49-.49
Lexical Knowledge (Gc)	3,706	12	.45	.11	**.71**	.00	.66-.75	.71-.71
Domain Specific Knowledge								
Arts and Humanities (Gkn--A&H)	153	1	.42	--	**.74**	--	.64-.83	--
Foreign Language Proficiency (Gkn)	30	1	-.02	--	**.50**	--	.33-.67	--
Occupational Knowledge (Gkn)	288	1	.80	--	**.98**	--	.95-1.00	--
Mechanical Knowledge (Gkn--S)	701	9	.49	.12	**.69**	.05	.62-.76	.63-.75
Social Studies Knowledge (Gkn)	153	1	.45	--	**.50**	--	.38-.61	--
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Facility (Gs)	4,919	8	.53	.06	**.76**	.00	.74-.79	.76-.76
c-Fluid (Gf) & Visual Processing (Gv)	430	4	.22	.15	**.51**	.00	.40-.62	.51-.51
Induction (Gf)								
General Cognitive Ability								
g†	17,373	105	.58	.14	**.76**	.10	.72-.80	.63-.88
Fluid Ability								
Fluid (Gf)†	11,566	27	.42	.11	**.66**	.00	.62-.70	.66-.66
General Sequential Reasoning (Gf)	33,973	68	.46	.10	**.68**	.06	.64-.72	.60-.76
Quantitative Reasoning (Gf)	76,038	83	.53	.11	**.73**	.07	.69-.76	.64-.81
Memory								
Memory†	10,612	1	.67	--	**.86**	--	.83-.89	--
Short Term Memory								
Short Term Memory (Gsm)†	7,183	6	.57	.03	**.74**	.00	.72-.77	.74-.74
Memory Span (Gsm)	361,135	70	.34	.02	**.46**	.01	.46-.47	.44-.48
Working Memory Capacity (Gsm)	11,211	29	.47	.08	**.64**	.07	.59-.68	.55-.72
Meaningful Memory (Gsm)	338,856	4	.23	.02	**.35**	.03	.32-.38	.32-.39
Long Term Storage and Retrieval								

Long Term Storage and Retrieval (Glr)†	7,473	7	.59	.07	**.76**	.08	.68-.84	.65-.87
Long Term Storage—Learning Efficiency								
Associative Memory (Glr-LE)	11,698	23	.43	.09	**.58**	.08	.52-.64	.49-.68
Meaningful Memory (Glr-LE)	2,311	8	.34	.11	**.50**	.09	.40-.60	.39-.61
Free Recall Memory (Glr-LE)	2,525	9	.30	.06	**.39**	.01	.34-.44	.37-.41
Long Term Visual Memory (Glr-LE)	433	1	.22	--	**.41**	--	.32-.50	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr-RF)	5,309	15	.26	.08	**.45**	.00	.40-.50	.45-.45
Associational Fluency (Glr-RF)	437	2	.29	.00	**.51**	.00	.30-.72	.51-.51
Expressional Fluency (Glr-RF)	230	1	.39	--	**.56**	--	.27-.85	--
Originality/Creativity (Glr-RF)	339,557	7	.47	.02	**.69**	.00	.67-.71	.69-.69
Naming Facility (Glr-RF)	7,225	11	.33	.06	**.43**	.05	.37-.49	.36-.50
Word Fluency (Glr-RF)	6,094	25	.35	.10	**.56**	.00	.50-.62	.56-.56
Figural Fluency (Glr-RF)	230	1	.12	--	**.17**	--	-.01-.35	--
Visual Processing								
Visual Processing (Gv)†	8,516	11	.51	.07	**.69**	.07	.62-.76	.61-.77
Visualization (Gv)	432,122	168	.45	.05	**.65**	.00	.64-.66	.65-.65
Closure Speed (Gv)	23,516	44	.40	.08	**.61**	.00	.57-.65	.61-.61
Flexibility of Closure (Gv)	40,233	29	.36	.08	**.45**	.07	.42-.49	.36-.54
Spatial Scanning (Gv)	1,774	11	.32	.12	**.57**	.00	.48-.66	.57-.57
Imagery (Gv)	924	6	.50	.09	**.78**	.00	.71-.85	.78-.78
Visual Memory (Gv)	8,225	12	.29	.06	**.44**	.06	.38-.50	.37-.51
Auditory Processing								
Auditory Processing (Ga)†	6,490	6	.52	.04	**.66**	.04	.62-.71	.61-.72
Phonetic Coding (Ga)	7,604	8	.44	.05	**.60**	.04	.55-.65	.54-.65
Memory for Sound Patterns (Ga)	149	1	.35	--	**.64**	--	.51-.77	--
Maintaining/Judging Rhythm (Ga)	1,158	2	.27	.01	**.57**	.00	.56-.58	.57-.57
Absolute Pitch (Ga)	149	1	.27	--	**.57**	--	.43-.70	--
Processing Speed								
Processing Speed (Gs)†	11,338	15	.39	.10	**.49**	.10	.41-.57	.36-.62
Perceptual Speed (Gs--PS)	381,241	102	.24	.05	**.33**	.04	.31-.34	.27-.38
Scanning (Gs--PS)	388,045	83	.21	.06	**.32**	.05	.29-.34	.25-.39
Pattern Recognition (Gs--PS)	1,939	15	.24	.14	**.51**	.00	.45-.57	.51-.51
Reading Speed (Gs)	2,414	3	.45	.03	**.58**	.00	.54-.62	.58-.58
Number Facility (Gs)	359,847	58	.35	.03	**.46**	.01	.45-.47	.45-.47
Reaction Time and Decision Speed								

Choice Reaction Time (Gt)	85	1	.27	--	**.54**	--	.37-.70	--
Semantic Processing Speed (Gt)	3,869	4	.37	.10	**.49**	.12	.34-.63	.34-.64
Acquired Knowledge								
Acquired Knowledge†	25,581	21	.62	.12	**.82**	.06	.76-.88	.75-.90
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	350,332	22	.51	.03	**.72**	.00	.70-.75	.72-.72
Mathematics Knowledge (Gq)	388,972	47	.50	.05	**.69**	.00	.67-.70	.69-.69
Mathematics Achievement (Gq)	338,919	5	.50	.03	**.72**	.01	.68-.77	.71-.74
Verbal Ability								
Verbal Ability†	5,584	29	.38	.20	**.63**	.11	.56-.69	.49-.76
Reading and Writing								
Reading Comprehension (Grw)	376,756	35	.57	.04	**.76**	.00	.74-.77	.76-.76
Reading Decoding (Grw)	8,114	7	.42	.07	**.55**	.08	.48-.62	.44-.66
Reading Speed (Grw)	4,509	5	.48	.05	**.71**	.00	.65-.77	.71-.71
Native Language Usage (Grw)	348,771	22	.44	.02	**.63**	.00	.61-.64	.63-.63
Writing Ability (Grw)	8,135	7	.43	.12	**.55**	.16	.43-.67	.35-.75
Spelling Ability (Grw)	350,279	23	.32	.03	**.52**	.03	.49-.54	.48-.55
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	7,322	8	.58	.08	**.73**	.07	.66-.80	.65-.82
General Verbal Information (Gc)	372,610	68	.50	.04	**.68**	.00	.66-.69	.68-.68
Language Development (Gc)	346,623	44	.42	.03	**.57**	.03	.55-.58	.53-.60
Lexical Knowledge (Gc)	425,798	145	.52	.07	**.73**	.02	.72-.75	.71-.76
Communication Ability (Gc)	338,856	4	.46	.01	**.65**	.00	.64-.66	.65-.65
Listening Ability (Gc)	7,428	6	.49	.06	**.65**	.07	.59-.72	.56-.75
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.40	.01	**.73**	.00	.72-.74	.73-.73
Arts and Humanities (Gkn--A&H)	153	1	.40	--	**.70**	--	.60-.81	--
Artistic Knowledge (Gkn--A&H)	338,856	4	.37	.00	**.62**	.00	.61-.62	.62-.62
Culinary Knowledge (Gkn--A&H)	338,856	4	.26	.01	**.50**	.00	.48-.53	.50-.50
Literature Knowledge (Gkn--A&H)	338,856	4	.45	.01	**.66**	.00	.64-.67	.66-.66
Humanities Knowledge (Gkn--A&H)	4,082	3	.40	.04	**.68**	.04	.60-.75	.62-.73
Business Knowledge (Gkn)	338,856	4	.37	.02	**.63**	.00	.60-.66	.63-.63
Conventional Knowledge (Gkn)	338,856	4	.27	.01	**.52**	.01	.49-.55	.50-.53
Investigative Knowledge (Gkn)	338,856	4	.30	.01	**.68**	.00	.66-.71	.68-.68
Realistic Knowledge (Gkn)	338,856	4	.34	.01	**.55**	.00	.54-.57	.55-.55
Realistic Knowledge (Applied) (Gkn)	339,117	6	.19	.01	**.42**	.00	.41-.44	.42-.42

General Science Knowledge (Gkn--S)	45,221	26	.53	.09	**.76**	.03	.71-.80	.71-.80
Life Sciences Knowledge (Gkn--S)	339,471	10	.39	.01	**.65**	.00	.64-.67	.65-.65
Life Sciences Knowledge (App.) (Gkn--S)	338,856	4	.38	.01	**.63**	.00	.61-.65	.63-.63
Mechanical Knowledge (Gkn--S)	372,270	43	.37	.04	**.65**	.00	.63-.66	.65-.65
Natural Sciences Knowledge (Gkn--S)	84	1	.37	--	**.46**	--	.26-.67	--
Physical Sciences Knowledge (Gkn--S)	338,856	4	.47	.01	**.66**	.00	.65-.68	.66-.66
Phys. Sciences Knowledge (App.) (Gkn--S)	379,581	26	.32	.03	**.57**	.00	.56-.58	.57-.57
Social Studies Knowledge (Gkn)	343,175	9	.48	.01	**.65**	.00	.64-.66	.65-.65
Social Studies Knowledge (Applied) (Gkn)	338,856	4	.37	.01	**.66**	.00	.64-.68	.66-.66
Miscellaneous Knowledge (Gkn)	338,856	4	.31	.02	**.40**	.02	.38-.42	.38-.42
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Processing (Gv)	37,473	11	.37	.09	**.42**	.09	.36-.48	.31-.53
c-Quant. Reas. (Gf) & Num. Facility (Gs)	2,051	16	.43	.09	**.67**	.00	.64-.70	.67-.67
c-Fluid (Gf) & Visual Processing (Gv)	1,809	18	.69	.09	**.89**	.00	.84-.94	.89-.89
General Sequential Reasoning (Gf)								
General Cognitive Ability								
g†	8,487	47	.49	.14	**.65**	.07	.61-.70	.57-.74
Fluid Ability								
Fluid (Gf)†	3,656	16	.57	.15	**.83**	.04	.77-.89	.77-.88
Induction (Gf)	33,973	68	.46	.10	**.68**	.06	.64-.72	.60-.76
Quantitative Reasoning (Gf)	27,101	31	.43	.10	**.58**	.08	.52-.64	.48-.68
Memory								
Memory†	10,612	1	.40	--	**.47**	--	.42-.51	--
Short Term Memory								
Memory Span (Gsm)	13,548	41	.36	.06	**.44**	.04	.41-.47	.39-.48
Working Memory Capacity (Gsm)	9,929	25	.44	.08	**.53**	.08	.48-.57	.43-.62
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	7,804	11	.43	.11	**.51**	.11	.42-.60	.37-.66
Meaningful Memory (Glr--LE)	1,584	4	.36	.04	**.48**	.00	.41-.54	.48-.48
Long Term Visual Memory (Glr--LE)	433	1	.14	--	**.37**	--	.29-.46	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,134	6	.25	.10	**.45**	.00	.17-.73	.45-.45
Associational Fluency (Glr--RF)	437	2	.26	.00	**.49**	.00	.24-.73	.49-.49
Expressional Fluency (Glr--RF)	230	1	.37	--	**.49**	--	.11-.86	--
Originality/Creativity (Glr--RF)	255	3	.10	.06	**.52**	.00	.47-.58	.52-.52
Naming Facility (Glr--RF)	7,552	11	.23	.04	**.29**	.00	.26-.33	.29-.29

Word Fluency (Glr--RF)	1,401	8	.33	.13	**.61**	.00	.49-.73	.61-.61
Figural Fluency (Glr--RF)	230	1	.16	--	**.21**	--	.04-.38	--
Visual Processing								
Visualization (Gv)	31,977	57	.41	.09	**.57**	.00	.53-.60	.57-.57
Closure Speed (Gv)	23,258	40	.41	.08	**.59**	.05	.55-.62	.53-.64
Flexibility of Closure (Gv)	4,098	11	.21	.07	**.25**	.03	.19-.32	.21-.30
Spatial Scanning (Gv)	944	5	.23	.08	**.52**	.00	.40-.63	.52-.52
Visual Memory (Gv)	7,909	10	.35	.07	**.47**	.06	.41-.54	.40-.55
Auditory Processing								
Phonetic Coding (Ga)	6,914	8	.40	.07	**.49**	.07	.43-.56	.40-.59
Memory for Sound Patterns (Ga)	319	1	.13	--	**.53**	--	.44-.62	--
Absolute Pitch (Ga)	521	2	.09	.02	**.49**	.00	.47-.52	.49-.49
Processing Speed								
Processing Speed (Gs)†	473	4	.52	.12	**.53**	.00	.41-.65	.53-.53
Perceptual Speed (Gs--PS)	30,789	53	.34	.09	**.49**	.06	.46-.52	.42-.56
Scanning (Gs--PS)	7,166	28	.30	.10	**.57**	.00	.52-.61	.57-.57
Pattern Recognition (Gs--PS)	69	1	.31	--	**.64**	--	.47-.81	--
Reading Speed (Gs)	2,414	3	.42	.03	**.49**	.00	.45-.53	.49-.49
Number Facility (Gs)	9,793	21	.32	.12	**.46**	.08	.39-.53	.35-.57
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	2,956	4	.34	.10	**.42**	.10	.29-.55	.29-.56
Acquired Knowledge								
Acquired Knowledge†	18,791	7	.47	.12	**.64**	.09	.53-.76	.53-.76
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	7,168	8	.56	.06	**.71**	.04	.65-.77	.65-.76
Mathematics Knowledge (Gq)	3,084	4	.22	.07	**.54**	.00	.46-.62	.54-.54
Verbal Ability								
Verbal Ability†	903	5	.50	.25	**.78**	.16	.62-.95	.58-.98
Reading and Writing								
Reading Comprehension (Grw)	10,034	11	.38	.10	**.55**	.08	.47-.63	.45-.66
Reading Decoding (Grw)	7,045	7	.38	.10	**.45**	.11	.36-.54	.30-.60
Native Language Usage (Grw)	6,912	7	.43	.08	**.56**	.09	.47-.64	.44-.67
Writing Ability (Grw)	7,045	7	.42	.11	**.49**	.12	.39-.58	.33-.65
Spelling Ability (Grw)	6,806	6	.41	.10	**.59**	.14	.48-.71	.42-.77
Comprehension Knowledge								
General Verbal Information (Gc)	29,866	48	.42	.10	**.56**	.00	.51-.60	.56-.56

Language Development (Gc)	6,350	33	.46	.09	**.60**	.05	.55-.64	.54-.65
Lexical Knowledge (Gc)	31,997	59	.39	.11	**.58**	.09	.54-.62	.46-.70
Listening Ability (Gc)	6,806	6	.44	.09	**.54**	.10	.45-.62	.40-.67
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.43	.04	**.66**	.02	.60-.72	.63-.68
Occupational Knowledge (Gkn)	288	1	.81	--	**1.00**	--	1.00-1.00	--
General Science Knowledge (Gkn--S)	7,485	8	.32	.04	**.58**	.00	.54-.62	.58-.58
Mechanical Knowledge (Gkn--S)	3,719	7	.22	.09	**.49**	.00	.40-.57	.49-.49
Phys. Sciences Knowledge (App.) (Gkn--S)	2,670	3	.06	.06	**.36**	.00	.26-.46	.36-.36
Social Studies Knowledge (Gkn)	4,082	3	.48	.02	**.60**	.00	.57-.62	.60-.60
c-Acquired Know. & Vis. Processing (Gv)	2,233	1	.19	--	**.21**	--	.17-.25	--
c-Quant. Reas. (Gf) & Num. Facility (Gs)	181	2	.27	.01	**.64**	.00	.63-.65	.64-.64
c-Fluid (Gf) & Visual Processing (Gv)	62	1	.25	--	**.58**	--	.40-.76	--
Quantitative Reasoning (Gf)								
General Cognitive Ability								
g†	6,079	11	.70	.13	**.85**	.08	.80-.90	.74-.95
Fluid Ability								
Fluid (Gf)†	2,461	10	.55	.12	**.76**	.05	.70-.82	.69-.82
Induction (Gf)	76,038	83	.53	.11	**.73**	.07	.69-.76	.64-.81
General Sequential Reasoning (Gf)	27,101	31	.43	.10	**.58**	.08	.52-.64	.48-.68
Memory								
Memory†	10,612	1	.52	--	**.58**	--	.55-.60	--
Short Term Memory								
Short Term Memory (Gsm)†	4,082	3	.58	.02	**.65**	.00	.63-.67	.65-.65
Memory Span (Gsm)	13,767	24	.29	.06	**.33**	.05	.30-.37	.28-.39
Working Memory Capacity (Gsm)	18,666	10	.52	.11	**.58**	.12	.49-.68	.43-.74
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	4,082	3	.51	.04	**.56**	.04	.51-.61	.51-.61
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	10,676	17	.33	.09	**.40**	.08	.34-.46	.29-.51
Meaningful Memory (Glr--LE)	1,480	4	.31	.03	**.40**	.00	.34-.46	.40-.40
Free Recall Memory (Glr--LE)	2,525	9	.21	.06	**.23**	.03	.18-.28	.19-.27
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	2,896	7	.26	.10	**.44**	.00	.35-.52	.44-.44
Associational Fluency (Glr--RF)	437	2	.37	.00	**.59**	.00	.42-.75	.59-.59
Expressional Fluency (Glr--RF)	230	1	.52	--	**.65**	--	.35-.94	--

Originality/Creativity (Glr--RF)	411	2	.17	.17	**.52**	.11	.34-.70	.38-.65
Naming Facility (Glr--RF)	8,032	16	.23	.06	**.29**	.00	.25-.34	.29-.29
Word Fluency (Glr--RF)	4,267	19	.30	.10	**.43**	.00	.37-.49	.43-.43
Figural Fluency (Glr--RF)	230	1	.23	--	**.29**	--	.14-.44	--
Visual Processing								
Visual Processing (Gv)†	6,272	10	.50	.07	**.63**	.03	.57-.68	.59-.66
Visualization (Gv)	103,675	94	.47	.11	**.61**	.00	.58-.64	.61-.61
Closure Speed (Gv)	467,701	20	.50	.04	**.72**	.03	.70-.74	.68-.77
Flexibility of Closure (Gv)	40,412	30	.40	.07	**.45**	.06	.42-.48	.37-.53
Spatial Scanning (Gv)	1,235	10	.39	.06	**.62**	.00	.56-.69	.62-.62
Imagery (Gv)	924	6	.46	.12	**.75**	.07	.67-.82	.65-.84
Visual Memory (Gv)	7,462	9	.17	.08	**.22**	.09	.15-.29	.10-.34
Auditory Processing								
Auditory Processing (Ga)†	4,082	3	.46	.05	**.51**	.05	.44-.57	.44-.57
Phonetic Coding (Ga)	7,323	7	.38	.07	**.43**	.07	.38-.49	.35-.52
Memory for Sound Patterns (Ga)	797	3	.37	.03	**.67**	.00	.64-.69	.67-.67
Absolute Pitch (Ga)	319	1	.08	--	**.43**	--	.34-.52	--
Processing Speed								
Processing Speed (Gs)†	7,714	16	.40	.10	**.43**	.08	.37-.48	.33-.53
Perceptual Speed (Gs--PS)	1,499,425	84	.35	.07	**.62**	.04	.61-.63	.57-.67
Scanning (Gs--PS)	61,347	61	.39	.11	**.63**	.06	.60-.66	.55-.71
Pattern Recognition (Gs--PS)	15,037	15	.33	.08	**.49**	.08	.39-.58	.38-.59
Reading Speed (Gs)	2,414	3	.40	.12	**.44**	.13	.29-.59	.27-.60
Number Facility (Gs)	1,500,377	97	.44	.07	**.68**	.03	.67-.69	.64-.72
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	85	1	.19	--	**.50**	--	.35-.65	--
Semantic Processing Speed (Gt)	3,637	3	.28	.12	**.32**	.14	.16-.47	.14-.49
Acquired Knowledge								
Acquired Knowledge†	25,433	17	.52	.09	**.64**	.07	.59-.70	.55-.74
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	8,267	7	.73	.02	**.88**	.00	.86-.90	.88-.88
Mathematics Knowledge (Gq)	1,951,482	79	.69	.05	**.86**	.02	.85-.86	.83-.89
Verbal Ability								
Verbal Ability†	934,903	23	.62	.01	**.82**	.00	.81-.82	.82-.82
Reading and Writing								
Reading Comprehension (Grw)	1,764,070	67	.53	.09	**.77**	.05	.75-.78	.70-.83

Reading Decoding (Grw)	8,048	7	.51	.06	**.56**	.07	.51-.62	.48-.65
Reading Speed (Grw)	4,509	5	.44	.05	**.57**	.04	.50-.64	.51-.63
Native Language Usage (Grw)	9,642	14	.58	.06	**.70**	.06	.65-.76	.63-.77
Writing Ability (Grw)	8,178	7	.50	.06	**.56**	.06	.51-.61	.49-.63
Spelling Ability (Grw)	10,842	14	.56	.05	**.71**	.00	.67-.76	.71-.71
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	4,082	3	.52	.04	**.56**	.03	.51-.60	.52-.60
General Verbal Information (Gc)	28,860	32	.44	.10	**.56**	.00	.51-.62	.56-.56
Language Development (Gc)	636	2	.40	.01	**.60**	.00	.59-.61	.60-.60
Lexical Knowledge (Gc)	1,816,075	138	.53	.10	**.75**	.06	.73-.76	.67-.82
Listening Ability (Gc)	7,428	6	.43	.05	**.50**	.05	.45-.54	.43-.56
Domain Specific Knowledge								
Arts and Humanities (Gkn--A&H)	153	1	.34	--	**.67**	--	.58-.77	--
Humanities Knowledge (Gkn--A&H)	4,082	3	.50	.04	**.73**	.05	.66-.81	.67-.80
General Science Knowledge (Gkn--S)	1,943,255	72	.57	.07	**.77**	.05	.75-.78	.70-.84
Life Sciences Knowledge (Gkn--S)	1,232	12	.43	.08	**.66**	.00	.62-.69	.66-.66
Mechanical Knowledge (Gkn--S)	1,929,274	79	.59	.06	**.77**	.04	.75-.78	.71-.82
Phys. Sciences Knowledge (App.) (Gkn--S)	1,940,124	73	.42	.07	**.63**	.05	.61-.64	.57-.69
Social Studies Knowledge (Gkn)	4,235	4	.55	.03	**.64**	.00	.60-.68	.64-.64
Cognitive Ability Compounds								
c-Verbal Ability & Memory	1,200	1	.39	--	**.63**	--	.59-.66	--
c-Acquired Know. & Vis. Processing (Gv)	37,473	11	.43	.10	**.43**	.09	.37-.48	.31-.54
c-Quant. Reas. (Gf) & Num. Facility (Gs)	2,874	3	.67	.08	**.84**	.04	.78-.90	.79-.90
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.54	--	**.75**	--	.67-.82	--

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 17

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains and Memory (General; direct measure)

Construct	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
Fluid Ability								
Induction (Gf)	10,612	1	.67	--	**.86**	--	.83-.89	--
General Sequential Reasoning (Gf)	10,612	1	.40	--	**.47**	--	.42-.51	--
Quantitative Reasoning (Gf)	10,612	1	.52	--	**.58**	--	.55-.60	--
Short Term Memory								
Short Term Memory (Gsm)†	1,250	13	.46	.11	**.51**	.09	.44-.58	.40-.63
Memory Span (Gsm)	1,367	14	.84	.03	**.98**	.00	.94-1.00	.98-.98
Long Term Storage—Learning Efficiency								
Free Recall Memory (Glr--LE)	117	1	.78	--	**.97**	--	.90-1.00	--
Long Term Storage—Retrieval Fluency								
Associational Fluency (Glr--RF)	117	1	.17	--	**.37**	--	.20-.55	--
Visual Processing								
Visualization (Gv)	10,612	1	.30	--	**.37**	--	.33-.41	--
Closure Speed (Gv)	10,612	1	.33	--	**.40**	--	.36-.44	--
Processing Speed								
Perceptual Speed (Gs--PS)	10,729	2	.42	.00	**.48**	.00	.45-.51	.48-.48
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	117	1	.21	--	**.42**	--	.27-.57	--
Acquired Knowledge								
Acquired Knowledge†	10,612	1	.66	--	**.72**	--	.69-.75	--
Comprehension Knowledge								
General Verbal Information (Gc)	10,612	1	.53	--	**.62**	--	.59-.65	--
Lexical Knowledge (Gc)	10,729	2	.57	.00	**.70**	.00	.67-.73	.70-.70

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 18

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Short Term Memory

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Short Term Memory (Gsm)†								
General Cognitive Ability								
g†	177	1	.55	--	**.67**	--	.58-.75	--
Fluid Ability								
Induction (Gf)	7,183	6	.57	.03	**.74**	.00	.72-.77	.74-.74
Quantitative Reasoning (Gf)	4,082	3	.58	.02	**.65**	.00	.63-.67	.65-.65
Memory								
Memory†	1,250	13	.46	.11	**.51**	.09	.44-.58	.40-.63
Short Term Memory								
Memory Span (Gsm)	1,320	14	.43	.12	**.50**	.09	.42-.59	.39-.62
Working Memory Capacity (Gsm)	2,606	4	.85	.01	**.96**	.00	.94-.98	.96-.96
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	7,794	6	.50	.06	**.56**	.06	.51-.62	.48-.64
Long Term Storage—Learning Efficiency								
Free Recall Memory (Glr--LE)	70	1	.42	--	**.58**	--	.37-.79	--
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	4,082	3	.45	.04	**.50**	.03	.45-.54	.46-.53
Visual Processing								
Visual Processing (Gv)†	6,863	6	.43	.05	**.50**	.05	.45-.55	.43-.57
Auditory Processing								
Auditory Processing (Ga)†	6,490	6	.57	.07	**.64**	.08	.57-.70	.54-.73
Processing Speed								
Processing Speed (Gs)†	7,976	6	.48	.07	**.52**	.07	.46-.58	.43-.61
Perceptual Speed (Gs--PS)	4,082	3	.52	.04	**.60**	.03	.55-.65	.56-.64
Number Facility (Gs)	4,082	3	.77	.02	**.86**	.00	.84-.88	.86-.86
Acquired Knowledge								
Acquired Knowledge†	7,499	6	.56	.06	**.62**	.06	.57-.67	.55-.70
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.57	.03	**.69**	.00	.66-.73	.69-.69
Reading and Writing								
Reading Comprehension (Grw)	6,660	6	.53	.04	**.62**	.03	.58-.65	.57-.66
Reading Speed (Grw)	4,082	3	.44	.05	**.55**	.05	.48-.62	.49-.62

Comprehension Knowledge								
Comprehension Knowledge (Gc)†	7,641	6	.54	.04	**.59**	.04	.55-.62	.54-.64
Lexical Knowledge (Gc)	4,082	3	.56	.03	**.70**	.00	.66-.73	.70-.70
Cognitive Ability Compounds								
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.43	--	**.58**	--	.47-.69	--
Memory Span (Gsm)								
General Cognitive Ability								
g†	6,317	35	.49	.09	**.54**	.04	.50-.58	.49-.60
Fluid Ability								
Fluid (Gf)†	566	4	.32	.08	**.34**	.00	.26-.42	.34-.34
Induction (Gf)	361,135	70	.34	.02	**.46**	.01	.46-.47	.44-.48
General Sequential Reasoning (Gf)	13,548	41	.36	.06	**.44**	.04	.41-.47	.39-.48
Quantitative Reasoning (Gf)	13,767	24	.29	.06	**.33**	.05	.30-.37	.28-.39
Memory								
Memory†	1,367	14	.84	.03	**.98**	.00	.94-1.00	.98-.98
Short Term Memory								
Short Term Memory (Gsm)†	1,320	14	.43	.12	**.50**	.09	.42-.59	.39-.62
Working Memory Capacity (Gsm)	11,154	27	.50	.13	**.58**	.14	.52-.64	.40-.76
Meaningful Memory (Gsm)	338,856	4	.36	.01	**.50**	.00	.49-.51	.50-.50
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	290	1	.19	--	**.22**	--	.09-.35	--
Long Term Storage—Learning Efficiency								
Learning Efficiency (Glr--LE)†	2,500	16	.41	.28	**.53**	.35	.35-.71	.08-.98
Associative Memory (Glr--LE)	13,620	32	.31	.09	**.36**	.09	.31-.41	.24-.48
Meaningful Memory (Glr--LE)	4,703	22	.20	.10	**.25**	.08	.17-.32	.14-.35
Free Recall Memory (Glr--LE)	2,712	11	.82	.12	**.96**	.14	.90-1.00	.79-1.00
Long Term Visual Memory (Glr--LE)	433	1	.17	--	**.20**	--	.09-.31	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	4,202	8	.24	.08	**.29**	.05	.20-.38	.23-.35
Associational Fluency (Glr--RF)	347	2	.46	.00	**.58**	.00	.36-.80	.58-.58
Expressional Fluency (Glr--RF)	230	1	.47	--	**.61**	--	.35-.87	--
Originality/Creativity (Glr--RF)	339,475	6	.34	.01	**.44**	.01	.43-.45	.43-.45
Naming Facility (Glr--RF)	6,806	7	.31	.03	**.35**	.00	.33-.38	.35-.35
Word Fluency (Glr--RF)	3,982	15	.33	.09	**.42**	.06	.35-.49	.35-.50
Figural Fluency (Glr--RF)	230	1	.22	--	**.29**	--	.13-.45	--
Visual Processing								

Visualization (Gv)	359,213	62	.22	.04	**.28**	.04	.26-.29	.22-.33
Speeded Rotation (Gv)	1,015	1	.13	--	**.17**	--	.06-.29	--
Closure Speed (Gv)	6,899	35	.28	.08	**.35**	.04	.31-.39	.30-.40
Flexibility of Closure (Gv)	1,076	4	.29	.07	**.31**	.00	.15-.48	.31-.31
Spatial Scanning (Gv)	1,070	4	.25	.13	**.27**	.06	.08-.47	.19-.35
Visual Memory (Gv)	10,411	26	.25	.05	**.32**	.02	.29-.34	.29-.34
Auditory Processing								
Phonetic Coding (Ga)	7,608	8	.44	.06	**.53**	.07	.47-.59	.45-.61
Maintaining/Judging Rhythm (Ga)	1,009	1	.44	--	**.47**	--	.42-.53	--
Processing Speed								
Processing Speed (Gs)†	3,249	5	.22	.05	**.21**	.00	.13-.29	.21-.21
Perceptual Speed (Gs--PS)	357,240	63	.19	.03	**.22**	.04	.21-.23	.18-.27
Scanning (Gs--PS)	345,717	38	.14	.05	**.18**	.06	.16-.20	.11-.25
Pattern Recognition (Gs--PS)	352	4	.27	.06	**.28**	.00	.22-.34	.28-.28
Reading Speed (Gs)	2,414	3	.43	.03	**.49**	.00	.46-.53	.49-.49
Number Facility (Gs)	352,451	26	.29	.02	**.33**	.01	.32-.34	.31-.35
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	117	1	.12	--	**.13**	--	-.06-.32	--
Semantic Processing Speed (Gt)	3,869	4	.24	.06	**.28**	.05	.21-.36	.22-.35
Acquired Knowledge								
Acquired Knowledge†	4,358	7	.40	.04	**.45**	.00	.43-.47	.45-.45
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	347,383	13	.39	.02	**.49**	.00	.48-.51	.49-.49
Mathematics Knowledge (Gq)	339,540	8	.38	.02	**.47**	.01	.45-.50	.46-.49
Mathematics Achievement (Gq)	338,856	4	.37	.01	**.48**	.00	.46-.50	.48-.48
Verbal Ability								
Verbal Ability†	559	6	.28	.13	**.29**	.02	.19-.39	.26-.32
Reading and Writing								
Reading Comprehension (Grw)	348,053	14	.47	.02	**.56**	.02	.55-.57	.54-.58
Reading Decoding (Grw)	8,113	7	.41	.06	**.49**	.06	.43-.54	.41-.56
Reading Speed (Grw)	228	1	.06	--	**.08**	--	-.09-.25	--
Native Language Usage (Grw)	345,772	12	.40	.01	**.52**	.00	.51-.52	.52-.52
Writing Ability (Grw)	8,131	7	.36	.10	**.42**	.11	.34-.51	.28-.56
Spelling Ability (Grw)	346,976	12	.40	.01	**.58**	.00	.57-.59	.58-.58
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.13	--	**.14**	--	.04-.24	--

General Verbal Information (Gc)	353,239	45	.38	.03	**.47**	.03	.46-.48	.43-.51
Language Development (Gc)	344,835	35	.40	.01	**.49**	.01	.49-.50	.48-.50
Lexical Knowledge (Gc)	359,652	61	.41	.02	**.53**	.00	.52-.53	.52-.53
Communication Ability (Gc)	338,856	4	.41	.00	**.53**	.00	.53-.54	.53-.53
Listening Ability (Gc)	7,428	6	.39	.04	**.48**	.04	.44-.52	.43-.53
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.32	.01	**.53**	.01	.51-.55	.51-.55
Arts and Humanities (Gkn--A&H)	153	1	.27	--	**.28**	--	.14-.41	--
Artistic Knowledge (Gkn--A&H)	338,856	4	.35	.00	**.53**	.00	.52-.53	.53-.53
Culinary Knowledge (Gkn--A&H)	338,856	4	.24	.01	**.43**	.00	.42-.45	.43-.43
Literature Knowledge (Gkn--A&H)	338,856	4	.41	.01	**.53**	.00	.52-.54	.53-.53
Humanities Knowledge (Gkn--A&H)	4,082	3	.42	.02	**.65**	.00	.61-.69	.65-.65
Business Knowledge (Gkn)	338,856	4	.30	.00	**.46**	.00	.46-.47	.46-.46
Conventional Knowledge (Gkn)	338,856	4	.27	.01	**.48**	.01	.46-.49	.46-.49
Investigative Knowledge (Gkn)	338,856	4	.21	.02	**.43**	.04	.38-.48	.37-.48
Realistic Knowledge (Gkn)	338,856	4	.23	.03	**.34**	.05	.29-.39	.28-.40
Realistic Knowledge (Applied) (Gkn)	338,856	4	.09	.02	**.18**	.05	.13-.22	.12-.24
General Science Knowledge (Gkn--S)	4,658	5	.34	.02	**.50**	.00	.48-.52	.50-.50
Life Sciences Knowledge (Gkn--S)	338,856	4	.30	.01	**.45**	.02	.43-.47	.42-.47
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.35	.02	**.52**	.03	.49-.55	.48-.56
Mechanical Knowledge (Gkn--S)	339,540	8	.18	.03	**.28**	.04	.25-.31	.23-.33
Natural Sciences Knowledge (Gkn--S)	84	1	.32	--	**.40**	--	.15-.64	--
Physical Sciences Knowledge (Gkn--S)	338,856	4	.32	.02	**.41**	.02	.39-.43	.39-.44
Phys. Sci. Knowledge (App.) (Gkn--S)	339,432	6	.16	.03	**.26**	.04	.22-.29	.20-.31
Social Studies Knowledge (Gkn)	343,175	9	.38	.02	**.47**	.02	.45-.48	.44-.49
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.28	.00	**.45**	.00	.45-.45	.45-.45
Miscellaneous Knowledge (Gkn)	338,856	4	.25	.01	**.29**	.01	.28-.30	.29-.30
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	352	4	.29	.21	**.27**	.11	.10-.45	.13-.42
Working Memory Capacity (Gsm)								
General Cognitive Ability								
g†	3,437	20	.63	.09	**.69**	.08	.65-.74	.60-.79
Fluid Ability								
Fluid (Gf)†	166	2	.54	.06	**.76**	.00	.70-.82	.76-.76
Induction (Gf)	11,211	29	.47	.08	**.64**	.07	.59-.68	.55-.72
General Sequential Reasoning (Gf)	9,929	25	.44	.08	**.53**	.08	.48-.57	.43-.62

Quantitative Reasoning (Gf)	18,666	10	.52	.11	**.58**	.12	.49-.68	.43-.74
Short Term Memory								
Short Term Memory (Gsm)†	2,606	4	.85	.01	**.96**	.00	.94-.98	.96-.96
Memory Span (Gsm)	11,154	27	.50	.13	**.58**	.14	.52-.64	.40-.76
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	2,716	5	.56	.10	**.63**	.10	.51-.76	.51-.76
Long Term Storage—Learning Efficiency								
Learning Efficiency (Glr--LE)†	1,250	13	.30	.12	**.37**	.08	.29-.45	.26-.47
Associative Memory (Glr--LE)	8,119	20	.39	.09	**.44**	.08	.39-.48	.33-.54
Meaningful Memory (Glr--LE)	3,651	19	.37	.08	**.44**	.06	.39-.48	.35-.52
Long Term Storage—Retrieval Fluency								
Expressional Fluency (Glr--RF)	110	1	.27	--	**.54**	--	.40-.69	--
Naming Facility (Glr--RF)	6,588	7	.33	.05	**.38**	.04	.33-.42	.33-.43
Visual Processing								
Visual Processing (Gv)†	2,606	4	.43	.09	**.51**	.10	.39-.64	.39-.64
Visualization (Gv)	10,545	26	.42	.06	**.53**	.05	.50-.56	.47-.59
Closure Speed (Gv)	14,558	20	.54	.16	**.67**	.17	.57-.76	.45-.89
Visual Memory (Gv)	9,242	23	.32	.12	**.40**	.14	.33-.46	.22-.57
Auditory Processing								
Auditory Processing (Ga)†	2,520	4	.51	.06	**.58**	.06	.50-.66	.50-.66
Phonetic Coding (Ga)	6,751	7	.43	.05	**.51**	.05	.46-.56	.44-.57
Processing Speed								
Processing Speed (Gs)†	2,606	4	.52	.11	**.57**	.12	.43-.72	.42-.73
Perceptual Speed (Gs--PS)	20,629	26	.42	.08	**.49**	.08	.45-.52	.39-.58
Scanning (Gs--PS)	3,115	17	.48	.11	**.58**	.11	.52-.65	.44-.73
Reading Speed (Gs)	2,289	3	.47	.06	**.52**	.06	.45-.60	.45-.60
Number Facility (Gs)	18,089	8	.43	.06	**.48**	.06	.44-.53	.41-.55
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,107	4	.33	.10	**.40**	.11	.27-.53	.26-.53
Acquired Knowledge								
Acquired Knowledge†	2,706	3	.54	.05	**.60**	.05	.53-.67	.53-.67
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	6,957	6	.50	.04	**.61**	.02	.57-.65	.58-.64
Mathematics Knowledge (Gq)	10,963	1	.61	--	**.73**	--	.70-.75	--
Reading and Writing								
Reading Comprehension (Grw)	17,733	7	.47	.06	**.54**	.07	.48-.59	.45-.63

Reading Decoding (Grw)	6,920	6	.42	.08	**.48**	.08	.41-.55	.37-.58
Native Language Usage (Grw)	6,527	6	.49	.05	**.60**	.06	.55-.66	.53-.68
Writing Ability (Grw)	6,957	6	.39	.11	**.44**	.12	.34-.53	.29-.59
Spelling Ability (Grw)	6,957	6	.46	.07	**.64**	.09	.56-.72	.53-.76
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	2,606	4	.58	.09	**.64**	.09	.53-.76	.53-.76
General Verbal Information (Gc)	10,426	25	.46	.09	**.54**	.04	.50-.59	.49-.60
Language Development (Gc)	3,282	18	.47	.09	**.56**	.08	.50-.62	.45-.67
Lexical Knowledge (Gc)	21,510	28	.45	.09	**.56**	.10	.52-.61	.44-.69
Listening Ability (Gc)	6,835	6	.45	.05	**.53**	.05	.48-.58	.46-.60
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.47	.03	**.69**	.02	.64-.74	.66-.72
General Science Knowledge (Gkn--S)	15,045	4	.49	.01	**.70**	.00	.68-.72	.70-.70
Mechanical Knowledge (Gkn--S)	10,963	1	.51	--	**.77**	--	.74-.81	--
Phys. Sci. Knowledge (App.) (Gkn--S)	10,963	1	.39	--	**.61**	--	.51-.70	--
Social Studies Knowledge (Gkn)	4,082	3	.43	.02	**.51**	.00	.49-.53	.51-.51
Meaningful Memory (Gsm)								
Fluid Ability								
Induction (Gf)	338,856	4	.23	.02	**.35**	.03	.32-.38	.32-.39
Short Term Memory								
Memory Span (Gsm)	338,856	4	.36	.01	**.50**	.00	.49-.51	.50-.50
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.25	.02	**.37**	.03	.34-.40	.34-.40
Visual Processing								
Visualization (Gv)	338,856	4	.15	.01	**.22**	.02	.20-.24	.19-.25
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.14	.02	**.19**	.02	.16-.21	.16-.22
Scanning (Gs--PS)	338,856	4	.14	.04	**.20**	.06	.14-.25	.12-.27
Number Facility (Gs)	338,856	4	.21	.02	**.28**	.03	.25-.31	.24-.32
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.22	.02	**.33**	.03	.29-.36	.29-.36
Mathematics Knowledge (Gq)	338,856	4	.20	.02	**.29**	.03	.26-.32	.25-.32
Mathematics Achievement (Gq)	338,856	4	.22	.01	**.33**	.01	.32-.35	.32-.35
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.31	.03	**.43**	.05	.39-.48	.37-.49
Native Language Usage (Grw)	338,856	4	.27	.02	**.40**	.03	.37-.43	.36-.44

Spelling Ability (Grw)	338,856	4	.22	.03	**.37**	.04	.33-.41	.32-.42
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.24	.04	**.34**	.06	.28-.40	.27-.42
Language Development (Gc)	338,856	4	.21	.02	**.30**	.03	.27-.33	.26-.34
Lexical Knowledge (Gc)	338,856	4	.25	.04	**.38**	.05	.33-.43	.31-.44
Communication Ability (Gc)	338,856	4	.29	.03	**.43**	.04	.39-.47	.38-.48
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.18	.03	**.35**	.05	.30-.40	.29-.41
Artistic Knowledge (Gkn--A&H)	338,856	4	.19	.02	**.34**	.04	.30-.38	.29-.39
Culinary Knowledge (Gkn--A&H)	338,856	4	.11	.01	**.23**	.00	.22-.24	.23-.23
Literature Knowledge (Gkn--A&H)	338,856	4	.22	.02	**.33**	.03	.31-.36	.30-.37
Business Knowledge (Gkn)	338,856	4	.19	.02	**.34**	.03	.31-.38	.30-.39
Conventional Knowledge (Gkn)	338,856	4	.18	.02	**.37**	.04	.33-.41	.32-.42
Investigative Knowledge (Gkn)	338,856	4	.11	.03	**.26**	.06	.20-.33	.18-.34
Realistic Knowledge (Gkn)	338,856	4	.15	.04	**.25**	.06	.19-.31	.17-.33
Realistic Knowledge (Applied) (Gkn)	338,856	4	.07	.02	**.16**	.04	.12-.21	.10-.22
Life Sciences Knowledge (Gkn--S)	338,856	4	.19	.02	**.34**	.04	.30-.37	.29-.38
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.22	.04	**.38**	.07	.31-.45	.30-.46
Mechanical Knowledge (Gkn--S)	338,856	4	.13	.03	**.24**	.06	.18-.30	.17-.31
Physical Sciences Knowledge (Gkn--S)	338,856	4	.19	.03	**.28**	.05	.23-.33	.22-.35
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.10	.03	**.19**	.05	.14-.25	.12-.26
Social Studies Knowledge (Gkn)	338,856	4	.22	.04	**.30**	.05	.26-.35	.24-.37
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.15	.02	**.27**	.03	.23-.30	.23-.31
Miscellaneous Knowledge (Gkn)	338,856	4	.14	.01	**.19**	.02	.17-.21	.17-.21

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 19

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains and Long-Term Storage and Retrieval (direct measure)

Construct	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
General Cognitive Ability								
g†	177	1	.60	--	**.73**	--	.65-.81	--
Fluid Ability								
Induction (Gf)	7,473	7	.59	.07	**.76**	.08	.68-.84	.65-.87
Quantitative Reasoning (Gf)	4,082	3	.51	.04	**.56**	.04	.51-.61	.51-.61
Short Term Memory								
Short Term Memory (Gsm)†	7,794	6	.50	.06	**.56**	.06	.51-.62	.48-.64
Memory Span (Gsm)	290	1	.19	--	**.22**	--	.09-.35	--
Working Memory Capacity (Gsm)	2,716	5	.56	.10	**.63**	.10	.51-.76	.51-.76
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	290	1	.22	--	**.38**	--	.26-.49	--
Meaningful Memory (Glr--LE)	290	1	.24	--	**.38**	--	.27-.50	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	506	3	.40	.07	**.58**	.00	.49-.66	.58-.58
Expressional Fluency (Glr--RF)	110	1	.22	--	**.42**	--	.24-.60	--
Originality/Creativity (Glr--RF)	506	3	.23	.05	**.46**	.00	.41-.51	.46-.46
Naming Facility (Glr--RF)	4,082	3	.31	.04	**.33**	.04	.28-.39	.29-.38
Word Fluency (Glr--RF)	290	1	.27	--	**.47**	--	.36-.58	--
Visual Processing								
Visual Processing (Gv)†	6,863	6	.55	.06	**.63**	.06	.58-.68	.55-.71
Visualization (Gv)	290	1	.28	--	**.43**	--	.32-.54	--
Closure Speed (Gv)	290	1	.27	--	**.47**	--	.38-.57	--
Flexibility of Closure (Gv)	290	1	.27	--	**.34**	--	.21-.48	--
Auditory Processing								
Auditory Processing (Ga)†	6,490	6	.49	.07	**.53**	.07	.48-.59	.45-.62
Processing Speed								
Processing Speed (Gs)†	7,794	6	.43	.12	**.47**	.13	.36-.57	.31-.63
Perceptual Speed (Gs--PS)	4,372	4	.36	.04	**.42**	.04	.36-.48	.37-.47
Number Facility (Gs)	4,372	4	.40	.05	**.45**	.05	.38-.52	.38-.52
Acquired Knowledge								
Acquired Knowledge†	7,499	6	.53	.08	**.57**	.08	.50-.64	.46-.68

Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.49	.04	**.59**	.03	.53-.65	.55-.63
Reading and Writing								
Reading Comprehension (Grw)	6,660	6	.51	.06	**.59**	.07	.53-.64	.50-.67
Reading Speed (Grw)	4,082	3	.36	.06	**.44**	.06	.36-.52	.36-.52
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	7,794	7	.53	.08	**.57**	.08	.51-.64	.48-.67
Lexical Knowledge (Gc)	4,082	3	.53	.03	**.65**	.01	.61-.69	.64-.66
Cognitive Ability Compounds								
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.49	--	**.65**	--	.56-.75	--

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 20

Meta-Analytic Correlations between Cognitive Ability Test Domains for Long Term Storage—Learning Efficiency

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Learning Efficiency (Glr—LE)†								
Short Term Memory								
Memory Span (Gsm)	2,500	16	.41	.28	**.53**	.35	.35-.71	.08-.98
Working Memory Capacity (Gsm)	1,250	13	.30	.12	**.37**	.08	.29-.45	.26-.47
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	1,250	13	.22	.12	**.26**	.09	.18-.34	.15-.38
Meaningful Memory (Glr--LE)	2,500	16	.17	.12	**.21**	.12	.13-.29	.05-.37
Visual Processing								
Visual Memory (Gv)	2,500	16	.17	.07	**.23**	.00	.19-.27	.23-.23
Associative Memory (Glr—LE)								
General Cognitive Ability								
g†	552	3	.37	.11	**.54**	.07	.45-.64	.46-.63
Fluid Ability								
Induction (Gf)	11,698	23	.43	.09	**.58**	.08	.52-.64	.49-.68
General Sequential Reasoning (Gf)	7,804	11	.43	.11	**.51**	.11	.42-.60	.37-.66
Quantitative Reasoning (Gf)	10,676	17	.33	.09	**.40**	.08	.34-.46	.29-.51
Short Term Memory								
Memory Span (Gsm)	13,620	32	.31	.09	**.36**	.09	.31-.41	.24-.48
Working Memory Capacity (Gsm)	8,119	20	.39	.09	**.44**	.08	.39-.48	.33-.54
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	290	1	.22	--	**.38**	--	.26-.49	--
Long Term Storage—Learning Efficiency								
Learning Efficiency (Glr--LE)†	1,250	13	.22	.12	**.26**	.09	.18-.34	.15-.38
Meaningful Memory (Glr--LE)	4,703	22	.41	.09	**.50**	.07	.44-.55	.41-.59
Long Term Visual Memory (Glr--LE)	433	1	.21	--	**.37**	--	.27-.46	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	3,193	7	.17	.05	**.31**	.00	.26-.37	.31-.31
Associational Fluency (Glr--RF)	230	1	.41	--	**.51**	--	.31-.70	--
Expressional Fluency (Glr--RF)	230	1	.31	--	**.38**	--	.12-.65	--
Originality/Creativity (Glr--RF)	701	3	.06	.14	**.32**	.11	.17-.46	.18-.46

Naming Facility (Glr--RF)	6,712	7	.27	.11	**.29**	.12	.20-.38	.14-.44
Word Fluency (Glr--RF)	1,036	4	.29	.03	**.47**	.00	.39-.55	.47-.47
Figural Fluency (Glr--RF)	230	1	.14	--	**.17**	--	.02-.32	--
Visual Processing								
Visualization (Gv)	11,249	22	.37	.08	**.49**	.05	.43-.54	.42-.55
Closure Speed (Gv)	1,657	6	.22	.04	**.39**	.00	.35-.43	.39-.39
Flexibility of Closure (Gv)	1,922	9	.25	.07	**.31**	.03	.22-.41	.27-.35
Spatial Scanning (Gv)	1,102	6	.21	.09	**.39**	.02	.29-.49	.36-.42
Visual Memory (Gv)	10,316	27	.33	.10	**.41**	.11	.35-.46	.27-.54
Auditory Processing								
Phonetic Coding (Ga)	7,121	8	.43	.07	**.49**	.08	.42-.55	.39-.58
Processing Speed								
Processing Speed (Gs)†	2,240	4	.18	.03	**.20**	.00	.13-.27	.20-.20
Perceptual Speed (Gs--PS)	8,900	17	.28	.11	**.35**	.11	.27-.43	.21-.49
Scanning (Gs--PS)	1,384	8	.26	.07	**.45**	.00	.38-.52	.45-.45
Pattern Recognition (Gs--PS)	283	3	.15	.10	**.36**	.00	.26-.46	.36-.36
Reading Speed (Gs)	2,353	3	.39	.09	**.43**	.09	.32-.54	.31-.54
Number Facility (Gs)	11,197	19	.25	.10	**.33**	.10	.26-.41	.20-.46
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,204	4	.35	.14	**.39**	.15	.21-.57	.19-.59
Acquired Knowledge								
Acquired Knowledge†	3,031	3	.50	.08	**.54**	.08	.44-.63	.43-.64
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	7,467	7	.44	.07	**.52**	.07	.46-.58	.43-.61
Mathematics Knowledge (Gq)	684	4	.41	.08	**.51**	.00	.46-.56	.51-.51
Verbal Ability								
Verbal Ability†	283	3	.26	.07	**.47**	.00	.40-.53	.47-.47
Reading and Writing								
Reading Comprehension (Grw)	8,260	11	.41	.07	**.47**	.07	.41-.52	.37-.56
Reading Decoding (Grw)	7,372	7	.36	.09	**.39**	.09	.32-.46	.28-.50
Native Language Usage (Grw)	6,706	8	.28	.13	**.34**	.15	.22-.47	.15-.54
Writing Ability (Grw)	7,373	7	.36	.11	**.39**	.12	.30-.49	.24-.55
Spelling Ability (Grw)	7,302	8	.36	.11	**.48**	.14	.36-.60	.30-.67
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.24	--	**.47**	--	.38-.56	--
General Verbal Information (Gc)	7,674	8	.39	.10	**.46**	.09	.36-.55	.34-.57

Language Development (Gc)	433	1	.25	--	**.42**	--	.34-.51	--
Lexical Knowledge (Gc)	11,478	21	.32	.09	**.45**	.07	.40-.51	.36-.55
Listening Ability (Gc)	6,908	6	.40	.08	**.46**	.08	.39-.53	.35-.56
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.32	.04	**.46**	.05	.39-.53	.40-.52
General Science Knowledge (Gkn--S)	4,658	5	.31	.02	**.43**	.00	.40-.45	.43-.43
Mechanical Knowledge (Gkn--S)	684	4	.27	.03	**.41**	.00	.36-.46	.41-.41
Phys. Sciences Knowledge (App.) (Gkn--S)	576	2	.14	.03	**.21**	.00	.13-.28	.21-.21
Social Studies Knowledge (Gkn)	4,082	3	.26	.03	**.30**	.02	.26-.35	.27-.33
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Facility (Gs)	283	3	.26	.09	**.47**	.00	.39-.55	.47-.47
Meaningful Memory (Glr—LE)								
General Cognitive Ability								
g†	541	3	.45	.06	**.59**	.00	.54-.65	.59-.59
Fluid Ability								
Induction (Gf)	2,311	8	.34	.11	**.50**	.09	.40-.60	.39-.61
General Sequential Reasoning (Gf)	1,584	4	.36	.04	**.48**	.00	.41-.54	.48-.48
Quantitative Reasoning (Gf)	1,480	4	.31	.03	**.40**	.00	.34-.46	.40-.40
Short Term Memory								
Memory Span (Gsm)	4,703	22	.20	.10	**.25**	.08	.17-.32	.14-.35
Working Memory Capacity (Gsm)	3,651	19	.37	.08	**.44**	.06	.39-.48	.35-.52
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	290	1	.24	--	**.38**	--	.27-.50	--
Long Term Storage—Learning Efficiency								
Learning Efficiency (Glr--LE)†	2,500	16	.17	.12	**.21**	.12	.13-.29	.05-.37
Associative Memory (Glr--LE)	4,703	22	.41	.09	**.50**	.07	.44-.55	.41-.59
Long Term Visual Memory (Glr--LE)	433	1	.32	--	**.47**	--	.39-.56	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,052	3	.26	.10	**.42**	.00	.29-.54	.42-.42
Originality/Creativity (Glr--RF)	619	2	.15	.01	**.38**	.00	.36-.40	.38-.38
Naming Facility (Glr--RF)	1,151	3	.23	.06	**.26**	.05	.18-.35	.20-.32
Word Fluency (Glr--RF)	723	2	.37	.13	**.56**	.10	.39-.73	.43-.69
Visual Processing								
Visualization (Gv)	2,311	8	.25	.07	**.35**	.00	.27-.44	.35-.35
Closure Speed (Gv)	723	2	.26	.11	**.45**	.08	.33-.58	.35-.56
Flexibility of Closure (Gv)	723	2	.26	.17	**.33**	.20	.04-.62	.07-.59

Spatial Scanning (Gv)	433	1	.25	--	**.44**	--	.36-.52	--
Visual Memory (Gv)	4,084	20	.28	.07	**.38**	.02	.33-.42	.35-.40
Auditory Processing								
Phonetic Coding (Ga)	1,151	3	.30	.04	**.37**	.00	.31-.43	.37-.37
Processing Speed								
Processing Speed (Gs)†	329	1	.12	--	**.14**	--	.02-.26	--
Perceptual Speed (Gs--PS)	1,975	7	.23	.10	**.34**	.06	.27-.41	.26-.41
Scanning (Gs--PS)	541	3	.28	.09	**.48**	.04	.40-.55	.43-.53
Pattern Recognition (Gs--PS)	108	2	.15	.16	**.35**	.07	.16-.55	.26-.45
Reading Speed (Gs)	1,151	3	.36	.06	**.41**	.05	.33-.50	.35-.48
Number Facility (Gs)	2,203	6	.30	.07	**.41**	.03	.35-.47	.38-.44
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	1,151	3	.27	.06	**.32**	.04	.24-.41	.27-.38
Acquired Knowledge								
Acquired Knowledge†	1,151	3	.49	.05	**.56**	.03	.49-.63	.52-.60
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	1,151	3	.43	.04	**.55**	.00	.49-.61	.55-.55
Mathematics Knowledge (Gq)	108	2	.31	.02	**.48**	.00	.45-.51	.48-.48
Verbal Ability								
Verbal Ability†	108	2	.26	.12	**.45**	.00	.31-.59	.45-.45
Reading and Writing								
Reading Comprehension (Grw)	1,151	3	.37	.06	**.44**	.04	.37-.52	.40-.49
Reading Decoding (Grw)	1,151	3	.33	.02	**.38**	.00	.36-.40	.38-.38
Native Language Usage (Grw)	1,259	5	.39	.04	**.51**	.00	.46-.56	.51-.51
Writing Ability (Grw)	1,151	3	.34	.09	**.40**	.09	.27-.52	.28-.52
Spelling Ability (Grw)	1,259	5	.36	.08	**.51**	.05	.42-.61	.45-.58
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.26	--	**.47**	--	.39-.55	--
General Verbal Information (Gc)	1,584	4	.46	.04	**.58**	.00	.51-.65	.58-.58
Language Development (Gc)	433	1	.45	--	**.60**	--	.53-.66	--
Lexical Knowledge (Gc)	1,913	5	.39	.20	**.53**	.15	.34-.71	.34-.72
Listening Ability (Gc)	1,151	3	.44	.04	**.54**	.00	.48-.59	.54-.54
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	108	2	.38	.02	**.54**	.00	.51-.57	.54-.54
Cognitve Ability Compounds								
c-Quant. Reas. (Gf) & Num. Facility (Gs)	108	2	.29	.06	**.48**	.00	.41-.55	.48-.48

Free Recall Memory (Glr—LE)								
Fluid Ability								
Induction (Gf)	2,525	9	.30	.06	**.39**	.01	.34-.44	.37-.41
Quantitative Reasoning (Gf)	2,525	9	.21	.06	**.23**	.03	.18-.28	.19-.27
Memory								
Memory†	117	1	.78	--	**.97**	--	.90-1.00	--
Short Term Memory								
Short Term Memory (Gsm)†	70	1	.42	--	**.58**	--	.37-.79	--
Memory Span (Gsm)	2,712	11	.82	.12	**.96**	.14	.90-1.00	.79-1.00
Long Term Storage—Retrieval Fluency								
Associational Fluency (Glr--RF)	117	1	.10	--	**.31**	--	.13-.49	--
Word Fluency (Glr--RF)	2,525	9	.32	.06	**.40**	.04	.35-.46	.36-.45
Visual Processing								
Visualization (Gv)	2,525	9	.11	.05	**.13**	.00	.09-.18	.13-.13
Processing Speed								
Perceptual Speed (Gs--PS)	2,642	10	.25	.08	**.29**	.06	.23-.36	.21-.37
Scanning (Gs--PS)	2,525	9	.25	.04	**.30**	.00	.27-.33	.30-.30
Number Facility (Gs)	2,525	9	.17	.06	**.19**	.03	.15-.24	.16-.22
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	117	1	.19	--	**.40**	--	.25-.55	--
Comprehension Knowledge								
Lexical Knowledge (Gc)	2,642	10	.31	.05	**.40**	.00	.35-.44	.40-.40
Long Term Visual Memory (Glr—LE)								
General Cognitive Ability								
g†	433	1	.23	--	**.42**	--	.35-.50	--
Fluid Ability								
Induction (Gf)	433	1	.22	--	**.41**	--	.32-.50	--
General Sequential Reasoning (Gf)	433	1	.14	--	**.37**	--	.29-.46	--
Short Term Memory								
Memory Span (Gsm)	433	1	.17	--	**.20**	--	.09-.31	--
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	433	1	.21	--	**.37**	--	.27-.46	--
Meaningful Memory (Glr--LE)	433	1	.32	--	**.47**	--	.39-.56	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	433	1	.20	--	**.36**	--	.26-.46	--
Word Fluency (Glr--RF)	433	1	.25	--	**.45**	--	.36-.54	--

Visual Processing								
Visualization (Gv)	523	2	.19	.04	**.34**	.00	.28-.41	.34-.34
Closure Speed (Gv)	433	1	.17	--	**.38**	--	.30-.46	--
Flexibility of Closure (Gv)	433	1	.20	--	**.26**	--	.14-.38	--
Spatial Scanning (Gv)	433	1	.16	--	**.38**	--	.29-.46	--
Visual Memory (Gv)	433	1	.53	--	**.75**	--	.68-.81	--
Processing Speed								
Perceptual Speed (Gs--PS)	433	1	.24	--	**.45**	--	.38-.53	--
Scanning (Gs--PS)	433	1	.15	--	**.38**	--	.31-.45	--
Number Facility (Gs)	433	1	.21	--	**.42**	--	.35-.50	--
Comprehension Knowledge								
General Verbal Information (Gc)	433	1	.23	--	**.40**	--	.30-.49	--
Language Development (Gc)	433	1	.22	--	**.39**	--	.31-.48	--
Lexical Knowledge (Gc)	433	1	.25	--	**.46**	--	.39-.53	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 21

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Long Term Storage—Retrieval Fluency

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Retrieval Fluency (Glr--RF)†								
Visual Processing								
Visualization (Gv)	181	1	.12	--	**.32**	--	.17-.46	--
Ideational Fluency (Glr--RF)								
General Cognitve Abilty								
g†	764	4	.23	.19	**.43**	.00	.28-.59	.43-.43
Fluid Ability								
Induction (Gf)	5,309	15	.26	.08	**.45**	.00	.40-.50	.45-.45
General Sequential Reasoning (Gf)	1,134	6	.25	.10	**.45**	.00	.17-.73	.45-.45
Quantitative Reasoning (Gf)	2,896	7	.26	.10	**.44**	.00	.35-.52	.44-.44
Short Term Memory								
Memory Span (Gsm)	4,202	8	.24	.08	**.29**	.05	.20-.38	.23-.35
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	506	3	.40	.07	**.58**	.00	.49-.66	.58-.58
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	3,193	7	.17	.05	**.31**	.00	.26-.37	.31-.31
Meaningful Memory (Glr--LE)	1,052	3	.26	.10	**.42**	.00	.29-.54	.42-.42
Long Term Visual Memory (Glr--LE)	433	1	.20	--	**.36**	--	.26-.46	--
Long Term Storage—Retrieval Fluency								
Associational Fluency (Glr--RF)	498	3	.44	.05	**.66**	.00	.52-.80	.66-.66
Expressional Fluency (Glr--RF)	324	2	.42	.00	**.63**	.00	.45-.82	.63-.63
Originality/Creativity (Glr--RF)	1,017	6	.32	.01	**.55**	.00	.54-.56	.55-.55
Naming Facility (Glr--RF)	230	1	.34	--	**.42**	--	.21-.63	--
Word Fluency (Glr--RF)	1,395	6	.43	.11	**.64**	.00	.53-.76	.64-.64
Figural Fluency (Glr--RF)	230	1	.30	--	**.42**	--	.18-.66	--
Visual Processing								
Visualization (Gv)	4,918	12	.24	.13	**.40**	.00	.31-.48	.40-.40
Closure Speed (Gv)	953	3	.26	.05	**.44**	.00	.17-.70	.44-.44
Flexibility of Closure (Gv)	1,160	4	.25	.14	**.33**	.12	.05-.60	.17-.48
Spatial Scanning (Gv)	663	2	.23	.00	**.41**	.00	.27-.54	.41-.41
Visual Memory (Gv)	663	2	.21	.00	**.42**	.00	.23-.60	.42-.42

Auditory Processing								
Maintaining/Judging Rhythm (Ga)	1,009	1	.17	--	**.41**	--	.35-.47	--
Processing Speed								
Processing Speed (Gs)†	3,468	6	.23	.06	**.27**	.00	.20-.35	.27-.27
Perceptual Speed (Gs--PS)	1,499	6	.23	.08	**.40**	.00	.30-.50	.40-.40
Scanning (Gs--PS)	1,045	4	.31	.13	**.50**	.00	.32-.69	.50-.50
Pattern Recognition (Gs--PS)	175	1	.05	--	**.28**	--	.15-.42	--
Number Facility (Gs)	3,819	10	.25	.09	**.45**	.00	.38-.52	.45-.45
Acquired Knowledge								
Acquired Knowledge†	961	2	.02	.01	**.31**	.00	.30-.33	.31-.31
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	282	1	-.04	--	**.16**	--	.05-.27	--
Mathematics Knowledge (Gq)	783	3	.28	.01	**.43**	.00	.38-.47	.43-.43
Mathematics Achievement (Gq)	94	1	.09	--	**.30**	--	.11-.49	--
Verbal Ability								
Verbal Ability†	551	3	.10	.05	**.33**	.00	.28-.37	.33-.33
Reading and Writing								
Reading Comprehension (Grw)	576	2	.38	.15	**.49**	.15	.21-.76	.29-.68
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.31	--	**.53**	--	.45-.62	--
General Verbal Information (Gc)	740	3	.37	.18	**.56**	.00	.33-.78	.56-.56
Language Development (Gc)	981	4	.30	.16	**.48**	.00	.33-.63	.48-.48
Lexical Knowledge (Gc)	4,538	11	.35	.12	**.54**	.00	.47-.61	.54-.54
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	783	3	.27	.02	**.46**	.00	.40-.52	.46-.46
Mechanical Knowledge (Gkn--S)	983	4	.22	.07	**.42**	.00	.33-.51	.42-.42
Natural Sciences Knowledge (Gkn--S)	282	1	-.02	--	**.03**	--	-.15-.21	--
Phys. Sci. Knowledge (App.) (Gkn--S)	783	3	.22	.01	**.41**	.00	.36-.46	.41-.41
Social Studies Knowledge (Gkn)	282	1	.01	--	**.07**	--	-.75-.89	--
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	175	1	.23	--	**.45**	--	.34-.56	--
Associational Fluency (Glr--RF)								
General Cognitive Ability								
g†	61	1	.06	--	**.39**	--	.19-.58	--
Fluid Ability								
Induction (Gf)	437	2	.29	.00	**.51**	.00	.30-.72	.51-.51

General Sequential Reasoning (Gf)	437	2	.26	.00	**.49**	.00	.24-.73	.49-.49
Quantitative Reasoning (Gf)	437	2	.37	.00	**.59**	.00	.42-.75	.59-.59
Memory								
Memory†	117	1	.17	--	**.37**	--	.20-.55	--
Short Term Memory								
Memory Span (Gsm)	347	2	.46	.00	**.58**	.00	.36-.80	.58-.58
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	230	1	.41	--	**.51**	--	.31-.70	--
Free Recall Memory (Glr--LE)	117	1	.10	--	**.31**	--	.13-.49	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	498	3	.44	.05	**.66**	.00	.52-.80	.66-.66
Expressional Fluency (Glr--RF)	230	1	.57	--	**.80**	--	.61-.99	--
Naming Facility (Glr--RF)	230	1	.40	--	**.50**	--	.30-.70	--
Word Fluency (Glr--RF)	291	2	.56	.00	**.82**	.00	.66-.98	.82-.82
Figural Fluency (Glr--RF)	230	1	.26	--	**.37**	--	.06-.67	--
Visual Processing								
Visualization (Gv)	437	2	.25	.00	**.43**	.00	.19-.67	.43-.43
Closure Speed (Gv)	230	1	.31	--	**.42**	--	.05-.79	--
Flexibility of Closure (Gv)	437	2	.31	.00	**.42**	.00	.22-.62	.42-.42
Spatial Scanning (Gv)	230	1	.32	--	**.45**	--	.19-.70	--
Visual Memory (Gv)	230	1	.39	--	**.54**	--	.39-.69	--
Processing Speed								
Perceptual Speed (Gs--PS)	347	2	.26	.00	**.43**	.00	-.03-.90	.43-.43
Scanning (Gs--PS)	437	2	.24	.00	**.52**	.00	.35-.69	.52-.52
Number Facility (Gs)	437	2	.28	.00	**.50**	.00	.31-.68	.50-.50
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	117	1	.02	--	**.36**	--	.21-.50	--
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	437	2	.40	.00	**.64**	.00	.50-.79	.64-.64
Verbal Ability								
Verbal Ability†	33	1	.39	--	**.65**	--	.41-.90	--
Reading and Writing								
Reading Comprehension (Grw)	230	1	.57	--	**.73**	--	.43-1.00	--
Comprehension Knowledge								
General Verbal Information (Gc)	207	1	.20	--	**.41**	--	.28-.54	--
Lexical Knowledge (Gc)	554	3	.47	.03	**.73**	.00	.62-.85	.73-.73

Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	437	2	.40	.00	**.73**	.00	.54-.92	.73-.73
Mechanical Knowledge (Gkn--S)	437	2	.35	.00	**.66**	.00	.45-.87	.66-.66
Phys. Sci. Knowledge (App.) (Gkn--S)	437	2	.25	.00	**.54**	.00	.11-.97	.54-.54
Expressional Fluency (Glr--RF)								
General Cognitive Ability								
g†	94	1	.36	--	**.62**	--	.48-.76	--
Fluid Ability								
Induction (Gf)	230	1	.39	--	**.56**	--	.27-.85	--
General Sequential Reasoning (Gf)	230	1	.37	--	**.49**	--	.11-.86	--
Quantitative Reasoning (Gf)	230	1	.52	--	**.65**	--	.35-.94	--
Short Term Memory								
Memory Span (Gsm)	230	1	.47	--	**.61**	--	.35-.87	--
Working Memory Capacity (Gsm)	110	1	.27	--	**.54**	--	.40-.69	--
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	110	1	.22	--	**.42**	--	.24-.60	--
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	230	1	.31	--	**.38**	--	.12-.65	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	324	2	.42	.00	**.63**	.00	.45-.82	.63-.63
Associational Fluency (Glr--RF)	230	1	.57	--	**.80**	--	.61-.99	--
Naming Facility (Glr--RF)	230	1	.32	--	**.39**	--	.13-.65	--
Word Fluency (Glr--RF)	230	1	.53	--	**.75**	--	.55-.95	--
Figural Fluency (Glr--RF)	230	1	.27	--	**.38**	--	.12-.65	--
Visual Processing								
Visualization (Gv)	230	1	.38	--	**.53**	--	.22-.84	--
Closure Speed (Gv)	230	1	.30	--	**.41**	--	.07-.75	--
Flexibility of Closure (Gv)	230	1	.44	--	**.61**	--	.39-.84	--
Spatial Scanning (Gv)	230	1	.37	--	**.51**	--	.32-.71	--
Visual Memory (Gv)	230	1	.38	--	**.52**	--	.03-1.00	--
Processing Speed								
Perceptual Speed (Gs--PS)	230	1	.37	--	**.47**	--	.18-.77	--
Scanning (Gs--PS)	230	1	.45	--	**.60**	--	.31-.89	--
Number Facility (Gs)	230	1	.47	--	**.58**	--	.35-.80	--
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	230	1	.52	--	**.70**	--	.47-.92	--

Mathematics Achievement (Gq)	94	1	.25	--	**.52**	--	.36-.68	--
Verbal Ability								
Verbal Ability†	94	1	.21	--	**.51**	--	.35-.67	--
Reading and Writing								
Reading Comprehension (Grw)	230	1	.56	--	**.72**	--	.44-1.00	--
Comprehension Knowledge								
Lexical Knowledge (Gc)	230	1	.55	--	**.77**	--	.46-1.00	--
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	230	1	.52	--	**.83**	--	.44-1.00	--
Mechanical Knowledge (Gkn--S)	230	1	.39	--	**.67**	--	.48-.86	--
Phys. Sci. Knowledge (App.) (Gkn--S)	230	1	.35	--	**.60**	--	.41-.79	--
Originality/Creativity (Glr--RF)								
Fluid Ability								
Induction (Gf)	339,557	7	.47	.02	**.69**	.00	.67-.71	.69-.69
General Sequential Reasoning (Gf)	255	3	.10	.06	**.52**	.00	.47-.58	.52-.52
Quantitative Reasoning (Gf)	411	2	.17	.17	**.52**	.11	.34-.70	.38-.65
Short Term Memory								
Memory Span (Gsm)	339,475	6	.34	.01	**.44**	.01	.43-.45	.43-.45
Meaningful Memory (Gsm)	338,856	4	.25	.02	**.37**	.03	.34-.40	.34-.40
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	506	3	.23	.05	**.46**	.00	.41-.51	.46-.46
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	701	3	.06	.14	**.32**	.11	.17-.46	.18-.46
Meaningful Memory (Glr--LE)	619	2	.15	.01	**.38**	.00	.36-.40	.38-.38
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,017	6	.32	.01	**.55**	.00	.54-.56	.55-.55
Word Fluency (Glr--RF)	372	2	.21	.21	**.54**	.00	.30-.78	.54-.54
Visual Processing								
Visualization (Gv)	339,557	7	.39	.02	**.55**	.03	.52-.58	.52-.58
Closure Speed (Gv)	290	1	.08	--	**.48**	--	.40-.57	--
Flexibility of Closure (Gv)	372	2	.09	.13	**.12**	.12	-.07-.32	-.03-.27
Spatial Scanning (Gv)	82	1	.37	--	**.70**	--	.56-.85	--
Processing Speed								
Processing Speed (Gs)†	329	1	-.03	--	**-.01**	--	-.05-.03	--
Perceptual Speed (Gs--PS)	339,146	5	.18	.01	**.23**	.01	.21-.24	.21-.24
Scanning (Gs--PS)	338,937	5	.16	.04	**.22**	.06	.16-.27	.14-.29

Number Facility (Gs)	339,557	7	.29	.01	**.36**	.01	.34-.37	.34-.38
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.49	.01	**.67**	.00	.66-.69	.67-.67
Mathematics Knowledge (Gq)	338,856	4	.51	.01	**.68**	.00	.66-.69	.68-.68
Mathematics Achievement (Gq)	338,856	4	.49	.03	**.68**	.03	.64-.72	.65-.72
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.61	.00	**.79**	.00	.79-.80	.79-.79
Native Language Usage (Grw)	338,856	4	.41	.01	**.56**	.00	.55-.58	.56-.56
Spelling Ability (Grw)	338,856	4	.32	.02	**.50**	.03	.46-.53	.46-.53
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.18	--	**.61**	--	.54-.69	--
General Verbal Information (Gc)	338,856	4	.57	.00	**.75**	.00	.75-.76	.75-.75
Language Development (Gc)	338,856	4	.47	.00	**.61**	.00	.60-.62	.61-.61
Lexical Knowledge (Gc)	339,267	6	.57	.01	**.80**	.00	.79-.81	.80-.80
Communication Ability (Gc)	338,856	4	.43	.01	**.60**	.00	.59-.60	.60-.60
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.46	.01	**.81**	.00	.80-.83	.81-.82
Artistic Knowledge (Gkn--A&H)	338,856	4	.42	.00	**.68**	.00	.67-.68	.68-.68
Culinary Knowledge (Gkn--A&H)	338,856	4	.31	.01	**.60**	.00	.57-.62	.60-.60
Literature Knowledge (Gkn--A&H)	338,856	4	.52	.01	**.73**	.00	.72-.75	.73-.73
Business Knowledge (Gkn)	338,856	4	.44	.01	**.74**	.00	.71-.76	.74-.74
Conventional Knowledge (Gkn)	338,856	4	.29	.01	**.55**	.02	.52-.57	.52-.57
Investigative Knowledge (Gkn)	338,856	4	.32	.01	**.71**	.00	.69-.73	.71-.71
Realistic Knowledge (Gkn)	338,856	4	.41	.01	**.64**	.00	.64-.65	.64-.64
Realistic Knowledge (Applied) (Gkn)	338,856	4	.28	.01	**.59**	.03	.56-.62	.55-.62
Life Sciences Knowledge (Gkn--S)	338,856	4	.47	.02	**.76**	.02	.74-.79	.73-.79
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.44	.02	**.69**	.02	.67-.72	.66-.72
Mechanical Knowledge (Gkn--S)	338,856	4	.42	.01	**.72**	.00	.71-.73	.72-.72
Physical Sciences Knowledge (Gkn--S)	338,856	4	.52	.02	**.71**	.03	.68-.74	.68-.75
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.43	.01	**.74**	.00	.72-.76	.74-.74
Social Studies Knowledge (Gkn)	338,856	4	.52	.01	**.69**	.00	.68-.69	.69-.69
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.44	.02	**.76**	.00	.73-.79	.76-.76
Miscellaneous Knowledge (Gkn)	338,856	4	.39	.02	**.48**	.02	.46-.50	.45-.51
Naming Facility (Glr--RF)								
General Cognitive Ability								
g†	673	3	.34	.36	**.60**	.22	.29-.90	.31-.88

Fluid Ability								
Induction (Gf)	7,225	11	.33	.06	**.43**	.05	.37-.49	.36-.50
General Sequential Reasoning (Gf)	7,552	11	.23	.04	**.29**	.00	.26-.33	.29-.29
Quantitative Reasoning (Gf)	8,032	16	.23	.06	**.29**	.00	.25-.34	.29-.29
Short Term Memory								
Short Term Memory (Gsm)†	4,082	3	.45	.04	**.50**	.03	.45-.54	.46-.53
Memory Span (Gsm)	6,806	7	.31	.03	**.35**	.00	.33-.38	.35-.35
Working Memory Capacity (Gsm)	6,588	7	.33	.05	**.38**	.04	.33-.42	.33-.43
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	4,082	3	.31	.04	**.33**	.04	.28-.39	.29-.38
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	6,712	7	.27	.11	**.29**	.12	.20-.38	.14-.44
Meaningful Memory (Glr--LE)	1,151	3	.23	.06	**.26**	.05	.18-.35	.20-.32
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	230	1	.34	--	**.42**	--	.21-.63	--
Associational Fluency (Glr--RF)	230	1	.40	--	**.50**	--	.30-.70	--
Expressional Fluency (Glr--RF)	230	1	.32	--	**.39**	--	.13-.65	--
Word Fluency (Glr--RF)	230	1	.27	--	**.33**	--	.18-.48	--
Figural Fluency (Glr--RF)	230	1	.19	--	**.23**	--	.08-.38	--
Visual Processing								
Visual Processing (Gv)†	4,082	3	.40	.04	**.46**	.03	.42-.51	.43-.50
Visualization (Gv)	7,512	13	.22	.06	**.28**	.00	.24-.32	.28-.28
Closure Speed (Gv)	595	2	.14	.00	**.35**	.00	.20-.50	.35-.35
Flexibility of Closure (Gv)	1,498	10	.17	.10	**.21**	.05	.10-.32	.15-.27
Spatial Scanning (Gv)	759	6	.21	.06	**.43**	.00	.32-.53	.43-.43
Visual Memory (Gv)	6,806	7	.32	.07	**.39**	.08	.32-.45	.29-.48
Auditory Processing								
Auditory Processing (Ga)†	4,082	3	.45	.04	**.48**	.04	.43-.53	.44-.53
Phonetic Coding (Ga)	6,290	6	.29	.06	**.33**	.06	.27-.38	.24-.41
Memory for Sound Patterns (Ga)	319	1	.08	--	**.42**	--	.32-.51	--
Absolute Pitch (Ga)	319	1	.03	--	**.37**	--	.28-.47	--
Processing Speed								
Processing Speed (Gs)†	4,082	3	.47	.03	**.51**	.01	.48-.54	.50-.52
Perceptual Speed (Gs--PS)	6,879	11	.35	.05	**.43**	.00	.38-.47	.43-.43
Scanning (Gs--PS)	936	7	.25	.09	**.50**	.00	.39-.61	.50-.50
Pattern Recognition (Gs--PS)	177	1	.27	--	**.55**	--	.44-.66	--

Reading Speed (Gs)	2,381	3	.52	.07	**.57**	.07	.48-.66	.48-.67
Number Facility (Gs)	17,233	16	.37	.06	**.55**	.00	.51-.58	.55-.55
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	2,494	3	.43	.07	**.48**	.07	.39-.57	.39-.57
Acquired Knowledge								
Acquired Knowledge†	6,576	6	.38	.09	**.41**	.09	.33-.49	.29-.53
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	6,576	6	.25	.06	**.30**	.07	.24-.36	.22-.39
Mathematics Knowledge (Gq)	230	1	.46	--	**.54**	--	.38-.70	--
Verbal Ability								
Verbal Ability†	537	3	.24	.30	**.53**	.17	.25-.80	.31-.74
Reading and Writing								
Reading Comprehension (Grw)	6,806	7	.34	.05	**.38**	.05	.34-.43	.32-.44
Reading Decoding (Grw)	6,576	6	.30	.05	**.33**	.05	.29-.37	.27-.39
Reading Speed (Grw)	4,082	3	.48	.04	**.59**	.04	.53-.64	.54-.64
Native Language Usage (Grw)	6,576	6	.23	.08	**.28**	.09	.21-.36	.18-.39
Writing Ability (Grw)	6,576	6	.27	.09	**.30**	.10	.22-.38	.17-.43
Spelling Ability (Grw)	6,576	6	.25	.06	**.34**	.08	.28-.41	.25-.44
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	4,082	3	.39	.02	**.41**	.00	.39-.44	.41-.41
General Verbal Information (Gc)	6,576	6	.28	.07	**.33**	.07	.26-.39	.23-.42
Lexical Knowledge (Gc)	7,713	15	.36	.07	**.48**	.00	.42-.53	.48-.48
Listening Ability (Gc)	6,576	6	.34	.06	**.39**	.06	.34-.45	.31-.47
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.30	.02	**.43**	.00	.40-.47	.43-.43
General Science Knowledge (Gkn--S)	4,631	5	.28	.03	**.41**	.00	.36-.45	.41-.41
Mechanical Knowledge (Gkn--S)	549	2	.01	.00	**.20**	.00	-.90-1.00	.20-.20
Phys. Sci. Knowledge (App.) (Gkn--S)	230	1	.13	--	**.19**	--	.00-.38	--
Social Studies Knowledge (Gkn)	4,082	3	.30	.03	**.35**	.01	.32-.39	.34-.36
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	177	1	.49	--	**.73**	--	.65-.81	--
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.51	--	**.74**	--	.65-.83	--
Word Fluency (Glr--RF)								
General Cognitive Ability								
g†	617	3	.45	.20	**.69**	.07	.51-.87	.61-.77
Fluid Ability								

Fluid (Gf)†	959	5	.27	.15	**.54**	.00	.43-.66	.54-.54
Induction (Gf)	6,094	25	.35	.10	**.56**	.00	.50-.62	.56-.56
General Sequential Reasoning (Gf)	1,401	8	.33	.13	**.61**	.00	.49-.73	.61-.61
Quantitative Reasoning (Gf)	4,267	19	.30	.10	**.43**	.00	.37-.49	.43-.43
Short Term Memory								
Memory Span (Gsm)	3,982	15	.33	.09	**.42**	.06	.35-.49	.35-.50
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	290	1	.27	--	**.47**	--	.36-.58	--
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	1,036	4	.29	.03	**.47**	.00	.39-.55	.47-.47
Meaningful Memory (Glr--LE)	723	2	.37	.13	**.56**	.10	.39-.73	.43-.69
Free Recall Memory (Glr--LE)	2,525	9	.32	.06	**.40**	.04	.35-.46	.36-.45
Long Term Visual Memory (Glr--LE)	433	1	.25	--	**.45**	--	.36-.54	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,395	6	.43	.11	**.64**	.00	.53-.76	.64-.64
Associational Fluency (Glr--RF)	291	2	.56	.00	**.82**	.00	.66-.98	.82-.82
Expressional Fluency (Glr--RF)	230	1	.53	--	**.75**	--	.55-.95	--
Originality/Creativity (Glr--RF)	372	2	.21	.21	**.54**	.00	.30-.78	.54-.54
Naming Facility (Glr--RF)	230	1	.27	--	**.33**	--	.18-.48	--
Figural Fluency (Glr--RF)	230	1	.27	--	**.39**	--	.12-.65	--
Visual Processing								
Visualization (Gv)	5,330	23	.21	.06	**.33**	.00	.29-.38	.33-.33
Closure Speed (Gv)	1,076	4	.34	.11	**.58**	.00	.42-.74	.58-.58
Flexibility of Closure (Gv)	1,159	5	.33	.12	**.42**	.11	.24-.60	.28-.56
Spatial Scanning (Gv)	746	3	.22	.04	**.46**	.00	.34-.59	.46-.46
Imagery (Gv)	334	2	.39	.24	**.70**	.15	.40-1.00	.50-.90
Visual Memory (Gv)	663	2	.24	.00	**.49**	.00	.21-.78	.49-.49
Processing Speed								
Processing Speed (Gs)†	294	2	.55	.21	**.60**	.16	.29-.91	.40-.80
Perceptual Speed (Gs--PS)	4,175	16	.26	.09	**.41**	.00	.35-.47	.41-.41
Scanning (Gs--PS)	3,847	15	.28	.07	**.44**	.00	.39-.48	.44-.44
Number Facility (Gs)	5,504	22	.34	.09	**.49**	.00	.45-.53	.49-.49
Acquired Knowledge								
Acquired Knowledge†	1,202	6	.32	.21	**.66**	.00	.53-.79	.66-.66
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	123	1	.33	--	**.57**	--	.43-.71	--

Mathematics Knowledge (Gq)	365	2	.40	.00	**.62**	.00	.42-.81	.62-.62
Verbal Ability								
Verbal Ability†	123	1	.46	--	**.72**	--	.60-.83	--
Reading and Writing								
Reading Comprehension (Grw)	792	4	.43	.21	**.68**	.00	.42-.94	.68-.68
Reading Speed (Grw)	427	2	.23	.14	**.56**	.00	.40-.71	.56-.56
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.28	--	**.60**	--	.52-.68	--
General Verbal Information (Gc)	1,623	7	.43	.14	**.65**	.00	.54-.75	.65-.65
Language Development (Gc)	1,037	5	.30	.17	**.53**	.10	.40-.67	.41-.65
Lexical Knowledge (Gc)	5,931	25	.44	.09	**.65**	.00	.61-.68	.65-.65
Domain Specific Knowledge								
Arts and Humanities (Gkn--A&H)	153	1	.48	--	**.78**	--	.69-.88	--
Literature Knowledge (Gkn--A&H)	167	1	.33	--	**.67**	--	.56-.77	--
General Science Knowledge (Gkn--S)	230	1	.48	--	**.77**	--	.32-1.00	--
Life Sciences Knowledge (Gkn--S)	167	1	.27	--	**.54**	--	.41-.66	--
Mechanical Knowledge (Gkn--S)	549	3	.32	.06	**.56**	.00	.15-.97	.56-.56
Phys. Sci. Knowledge (App.) (Gkn--S)	397	2	.33	.00	**.57**	.00	.22-.91	.57-.57
Social Studies Knowledge (Gkn)	320	2	.33	.16	**.40**	.00	.19-.62	.40-.40
Figural Fluency (Glr--RF)								
Fluid Ability								
Induction (Gf)	230	1	.12	--	**.17**	--	-.01-.35	--
General Sequential Reasoning (Gf)	230	1	.16	--	**.21**	--	.04-.38	--
Quantitative Reasoning (Gf)	230	1	.23	--	**.29**	--	.14-.44	--
Short Term Memory								
Memory Span (Gsm)	230	1	.22	--	**.29**	--	.13-.45	--
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	230	1	.14	--	**.17**	--	.02-.32	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	230	1	.30	--	**.42**	--	.18-.66	--
Associational Fluency (Glr--RF)	230	1	.26	--	**.37**	--	.06-.67	--
Expressional Fluency (Glr--RF)	230	1	.27	--	**.38**	--	.12-.65	--
Naming Facility (Glr--RF)	230	1	.19	--	**.23**	--	.08-.38	--
Word Fluency (Glr--RF)	230	1	.27	--	**.39**	--	.12-.65	--
Visual Processing								
Visualization (Gv)	230	1	.15	--	**.21**	--	.03-.39	--

Closure Speed (Gv)	230	1	.09	--	**.13**	--	-.06-.32	--
Flexibility of Closure (Gv)	230	1	.16	--	**.23**	--	.05-.41	--
Spatial Scanning (Gv)	230	1	.16	--	**.22**	--	.05-.39	--
Visual Memory (Gv)	230	1	.06	--	**.08**	--	-.09-.25	--
Processing Speed								
Perceptual Speed (Gs--PS)	230	1	.21	--	**.27**	--	.02-.52	--
Scanning (Gs--PS)	230	1	.16	--	**.22**	--	.05-.39	--
Number Facility (Gs)	230	1	.30	--	**.37**	--	.17-.57	--
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	230	1	.22	--	**.29**	--	.13-.45	--
Reading and Writing								
Reading Comprehension (Grw)	230	1	.23	--	**.30**	--	.14-.46	--
Comprehension Knowledge								
Lexical Knowledge (Gc)	230	1	.19	--	**.26**	--	.09-.43	--
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	230	1	.21	--	**.33**	--	.14-.52	--
Mechanical Knowledge (Gkn--S)	230	1	.16	--	**.27**	--	.06-.48	--
Phys. Sci. Knowledge (App.) (Gkn--S)	230	1	.18	--	**.31**	--	.09-.53	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 22

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Visual Processing

Constructs (bold = X variable, others = Y variable)	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
Visual Processing (Gv)†								
General Cognitive Ability								
g†	2,817	7	.47	.11	**.65**	.00	.55-.75	.65-.65
Fluid Ability								
Fluid (Gf)†	368	3	.15	.08	**.42**	.00	.34-.50	.42-.42
Induction (Gf)	8,516	11	.51	.07	**.69**	.07	.62-.76	.61-.77
Quantitative Reasoning (Gf)	6,272	10	.50	.07	**.63**	.03	.57-.68	.59-.66
Short Term Memory								
Short Term Memory (Gsm)†	6,863	6	.43	.05	**.50**	.05	.45-.55	.43-.57
Working Memory Capacity (Gsm)	2,606	4	.43	.09	**.51**	.10	.39-.64	.39-.64
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	6,863	6	.55	.06	**.63**	.06	.58-.68	.55-.71
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	4,082	3	.40	.04	**.46**	.03	.42-.51	.43-.50
Visual Processing								
Visualization (Gv)	1,369	4	.62	.11	**.79**	.04	.68-.89	.74-.83
Auditory Processing								
Auditory Processing (Ga)†	6,490	6	.43	.06	**.49**	.06	.43-.54	.41-.57
Memory for Sound Patterns (Ga)	478	2	.35	.02	**.63**	.00	.60-.65	.63-.63
Processing Speed								
Processing Speed (Gs)†	6,863	6	.40	.09	**.46**	.10	.38-.54	.33-.58
Perceptual Speed (Gs--PS)	5,642	8	.38	.04	**.50**	.00	.45-.55	.50-.50
Scanning (Gs--PS)	82	1	.46	--	**.69**	--	.57-.82	--
Number Facility (Gs)	4,963	4	.41	.05	**.51**	.00	.45-.57	.51-.51
Acquired Knowledge								
Acquired Knowledge†	6,863	6	.39	.07	**.45**	.08	.38-.52	.35-.55
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.43	.04	**.55**	.03	.49-.61	.51-.58
Mathematics Knowledge (Gq)	1,471	2	.43	.07	**.65**	.00	.57-.73	.65-.65
Reading and Writing								
Reading Comprehension (Grw)	8,378	11	.40	.09	**.52**	.04	.46-.58	.47-.58

Reading Speed (Grw)	4,082	3	.30	.06	**.38**	.06	.30-.46	.30-.46
Native Language Usage (Grw)	881	1	.39	--	**.53**	--	.48-.59	--
Spelling Ability (Grw)	881	1	.33	--	**.33**	--	.27-.39	--
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	6,857	6	.43	.06	**.49**	.07	.43-.54	.40-.57
General Verbal Information (Gc)	200	1	.45	--	**.64**	--	.53-.75	--
Lexical Knowledge (Gc)	6,518	9	.40	.07	**.55**	.00	.49-.61	.55-.55
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	1,359	3	.60	.05	**.79**	.00	.74-.84	.78-.79
Phys. Sci. Knowledge (App.) (Gkn--S)	1,260	5	.36	.08	**.57**	.00	.51-.64	.57-.57
Cognitive Ability Compounds								
c-Fluid (Gf) & Visual Processing (Gv)	545	4	.34	.23	**.59**	.15	.40-.77	.40-.77
Visualization (Gv)								
General Cognitive Ability								
g†	36,175	128	.64	.18	**.75**	.07	.72-.78	.66-.85
Fluid Ability								
Fluid (Gf)†	4,363	21	.44	.13	**.62**	.00	.56-.67	.62-.62
Induction (Gf)	432,122	168	.45	.05	**.65**	.00	.64-.66	.65-.65
General Sequential Reasoning (Gf)	31,977	57	.41	.09	**.57**	.00	.53-.60	.57-.57
Quantitative Reasoning (Gf)	103,675	94	.47	.11	**.61**	.00	.58-.64	.61-.61
Memory								
Memory†	10,612	1	.30	--	**.37**	--	.33-.41	--
Short Term Memory								
Memory Span (Gsm)	359,213	62	.22	.04	**.28**	.04	.26-.29	.22-.33
Working Memory Capacity (Gsm)	10,545	26	.42	.06	**.53**	.05	.50-.56	.47-.59
Meaningful Memory (Gsm)	338,856	4	.15	.01	**.22**	.02	.20-.24	.19-.25
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	290	1	.28	--	**.43**	--	.32-.54	--
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	11,249	22	.37	.08	**.49**	.05	.43-.54	.42-.55
Meaningful Memory (Glr--LE)	2,311	8	.25	.07	**.35**	.00	.27-.44	.35-.35
Free Recall Memory (Glr--LE)	2,525	9	.11	.05	**.13**	.00	.09-.18	.13-.13
Long Term Visual Memory (Glr--LE)	523	2	.19	.04	**.34**	.00	.28-.41	.34-.34
Long Term Storage—Retrieval Fluency								
Retrieval Fluency (Glr--RF)†	181	1	.12	--	**.32**	--	.17-.46	--
Ideational Fluency (Glr--RF)	4,918	12	.24	.13	**.40**	.00	.31-.48	.40-.40

Associational Fluency (Glr--RF)	437	2	.25	.00	**.43**	.00	.19-.67	.43-.43
Expressional Fluency (Glr--RF)	230	1	.38	--	**.53**	--	.22-.84	--
Originality/Creativity (Glr--RF)	339,557	7	.39	.02	**.55**	.03	.52-.58	.52-.58
Naming Facility (Glr--RF)	7,512	13	.22	.06	**.28**	.00	.24-.32	.28-.28
Word Fluency (Glr--RF)	5,330	23	.21	.06	**.33**	.00	.29-.38	.33-.33
Figural Fluency (Glr--RF)	230	1	.15	--	**.21**	--	.03-.39	--
Visual Processing								
Visual Processing (Gv)†	1,369	4	.62	.11	**.79**	.04	.68-.89	.74-.83
Closure Speed (Gv)	24,083	49	.45	.09	**.62**	.00	.58-.66	.62-.62
Flexibility of Closure (Gv)	42,680	39	.47	.08	**.61**	.05	.57-.64	.54-.67
Spatial Scanning (Gv)	2,110	15	.42	.11	**.60**	.00	.54-.67	.60-.60
Imagery (Gv)	708	5	.48	.03	**.70**	.00	.67-.72	.70-.70
Visual Memory (Gv)	8,076	12	.36	.07	**.51**	.04	.45-.58	.46-.56
Auditory Processing								
Phonetic Coding (Ga)	7,163	7	.40	.06	**.51**	.06	.45-.57	.44-.58
Memory for Sound Patterns (Ga)	3,078	4	.28	.03	**.50**	.00	.47-.52	.50-.50
Maintaining/Judging Rhythm (Ga)	1,238	3	.25	.09	**.47**	.00	.37-.57	.47-.47
Absolute Pitch (Ga)	229	2	.34	.03	**.55**	.00	.51-.60	.55-.55
Processing Speed								
Processing Speed (Gs)†	4,141	11	.17	.13	**.20**	.00	-.05-.45	.20-.20
Perceptual Speed (Gs--PS)	396,336	115	.22	.05	**.29**	.02	.28-.31	.27-.32
Scanning (Gs--PS)	443,825	113	.22	.07	**.30**	.04	.28-.33	.25-.36
Pattern Recognition (Gs--PS)	60,915	44	.47	.09	**.63**	.00	.55-.71	.63-.63
Reading Speed (Gs)	2,414	3	.33	.03	**.40**	.00	.36-.45	.40-.40
Number Facility (Gs)	389,305	88	.23	.04	**.29**	.00	.27-.30	.29-.29
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	85	1	.08	--	**.30**	--	.12-.48	--
Semantic Processing Speed (Gt)	3,729	4	.35	.09	**.44**	.10	.31-.56	.31-.56
Acquired Knowledge								
Acquired Knowledge†	20,179	15	.36	.11	**.49**	.00	.40-.58	.49-.49
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	349,301	28	.39	.03	**.53**	.03	.50-.55	.49-.56
Mathematics Knowledge (Gq)	405,001	58	.40	.04	**.53**	.00	.50-.55	.53-.53
Mathematics Achievement (Gq)	338,856	4	.38	.03	**.52**	.04	.48-.57	.47-.57
Verbal Ability								
Verbal Ability†	48,310	53	.40	.06	**.54**	.00	.53-.56	.54-.54

Reading and Writing								
Reading Comprehension (Grw)	390,879	43	.37	.04	**.48**	.00	.47-.49	.48-.48
Reading Decoding (Grw)	7,516	6	.39	.03	**.48**	.02	.45-.51	.45-.50
Reading Speed (Grw)	360	3	.56	.34	**.72**	.23	.39-1.00	.42-1.00
Native Language Usage (Grw)	349,451	29	.27	.03	**.37**	.03	.35-.39	.33-.41
Writing Ability (Grw)	7,971	9	.36	.07	**.45**	.07	.38-.52	.36-.55
Spelling Ability (Grw)	350,813	35	.14	.05	**.22**	.07	.18-.26	.13-.30
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	398	3	.24	.18	**.46**	.00	.30-.62	.46-.46
General Verbal Information (Gc)	372,792	65	.37	.03	**.49**	.00	.48-.50	.49-.49
Language Development (Gc)	346,107	42	.29	.03	**.37**	.03	.36-.38	.33-.41
Lexical Knowledge (Gc)	450,723	158	.36	.07	**.50**	.00	.49-.51	.50-.50
Communication Ability (Gc)	338,856	4	.26	.02	**.36**	.02	.34-.38	.34-.38
Listening Ability (Gc)	7,355	6	.39	.06	**.50**	.06	.44-.56	.42-.58
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.29	.01	**.51**	.01	.49-.52	.49-.52
Artistic Knowledge (Gkn--A&H)	338,856	4	.23	.01	**.37**	.01	.36-.38	.36-.38
Culinary Knowledge (Gkn--A&H)	338,856	4	.14	.01	**.26**	.00	.25-.27	.26-.26
Literature Knowledge (Gkn--A&H)	338,856	4	.30	.01	**.41**	.00	.40-.43	.41-.41
Humanities Knowledge (Gkn--A&H)	4,082	3	.40	.04	**.64**	.04	.57-.71	.59-.69
Business Knowledge (Gkn)	338,856	4	.26	.01	**.42**	.00	.41-.44	.42-.42
Conventional Knowledge (Gkn)	338,856	4	.16	.01	**.30**	.02	.28-.33	.27-.33
Investigative Knowledge (Gkn)	338,856	4	.25	.00	**.55**	.00	.54-.56	.55-.55
Occupational Know.--Military (Gkn)	255	1	.22	--	**.43**	--	.34-.52	--
Realistic Knowledge (Gkn)	338,856	4	.30	.01	**.46**	.00	.45-.47	.46-.46
Realistic Knowledge (Applied) (Gkn)	338,856	4	.21	.02	**.44**	.04	.40-.49	.39-.50
General Science Knowledge (Gkn--S)	62,163	37	.45	.10	**.62**	.00	.58-.66	.62-.62
Life Sciences Knowledge (Gkn--S)	340,088	16	.32	.01	**.51**	.01	.49-.53	.50-.53
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.24	.02	**.37**	.02	.35-.40	.35-.40
Mechanical Knowledge (Gkn--S)	391,930	72	.39	.04	**.63**	.00	.60-.65	.63-.63
Natural Sciences Knowledge (Gkn--S)	113	2	.42	.13	**.52**	.00	.33-.72	.52-.52
Physical Sciences Knowledge (Gkn--S)	338,856	4	.39	.02	**.53**	.03	.50-.56	.50-.57
Phys. Sci. Knowledge (App.) (Gkn--S)	397,392	40	.33	.05	**.55**	.03	.52-.58	.52-.59
Social Studies Knowledge (Gkn)	343,051	9	.35	.01	**.45**	.00	.44-.45	.45-.45
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.28	.01	**.47**	.00	.46-.49	.47-.47
Miscellaneous Knowledge (Gkn)	338,856	4	.24	.01	**.29**	.02	.27-.30	.27-.31

Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	37,473	11	.50	.07	**.58**	.05	.53-.63	.51-.64
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	43,759	32	.42	.04	**.58**	.00	.56-.59	.58-.58
c-Fluid (Gf) & Visual Processing (Gv)	1,500	15	.90	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Speeded Rotation (Gv)								
Short Term Memory								
Memory Span (Gsm)	1,015	1	.13	--	**.17**	--	.06-.29	--
Processing Speed								
Perceptual Speed (Gs--PS)	1,015	1	.34	--	**.43**	--	.35-.50	--
Closure Speed (Gv)								
General Cognitive Ability								
g†	6,815	38	.43	.09	**.58**	.04	.54-.62	.53-.64
Fluid Ability								
Fluid (Gf)†	185	2	.09	.04	**.43**	.00	.38-.47	.43-.43
Induction (Gf)	23,516	44	.40	.08	**.61**	.00	.57-.65	.61-.61
General Sequential Reasoning (Gf)	23,258	40	.41	.08	**.59**	.05	.55-.62	.53-.64
Quantitative Reasoning (Gf)	467,701	20	.50	.04	**.72**	.03	.70-.74	.68-.77
Memory								
Memory†	10,612	1	.33	--	**.40**	--	.36-.44	--
Short Term Memory								
Memory Span (Gsm)	6,899	35	.28	.08	**.35**	.04	.31-.39	.30-.40
Working Memory Capacity (Gsm)	14,558	20	.54	.16	**.67**	.17	.57-.76	.45-.89
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	290	1	.27	--	**.47**	--	.38-.57	--
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	1,657	6	.22	.04	**.39**	.00	.35-.43	.39-.39
Meaningful Memory (Glr--LE)	723	2	.26	.11	**.45**	.08	.33-.58	.35-.56
Long Term Visual Memory (Glr--LE)	433	1	.17	--	**.38**	--	.30-.46	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	953	3	.26	.05	**.44**	.00	.17-.70	.44-.44
Associational Fluency (Glr--RF)	230	1	.31	--	**.42**	--	.05-.79	--
Expressional Fluency (Glr--RF)	230	1	.30	--	**.41**	--	.07-.75	--
Originality/Creativity (Glr--RF)	290	1	.08	--	**.48**	--	.40-.57	--
Naming Facility (Glr--RF)	595	2	.14	.00	**.35**	.00	.20-.50	.35-.35
Word Fluency (Glr--RF)	1,076	4	.34	.11	**.58**	.00	.42-.74	.58-.58
Figural Fluency (Glr--RF)	230	1	.09	--	**.13**	--	-.06-.32	--

Visual Processing								
Visualization (Gv)	24,083	49	.45	.09	**.62**	.00	.58-.66	.62-.62
Flexibility of Closure (Gv)	4,394	10	.30	.05	**.35**	.00	.30-.39	.35-.35
Spatial Scanning (Gv)	808	3	.24	.05	**.51**	.00	.40-.61	.51-.51
Visual Memory (Gv)	1,115	4	.25	.03	**.52**	.00	.49-.55	.52-.52
Auditory Processing								
Phonetic Coding (Ga)	239	1	.20	--	**.25**	--	.10-.41	--
Memory for Sound Patterns (Ga)	319	1	.11	--	**.49**	--	.40-.57	--
Absolute Pitch (Ga)	319	1	.09	--	**.47**	--	.39-.56	--
Processing Speed								
Processing Speed (Gs)†	200	1	.22	--	**.23**	--	.10-.36	--
Perceptual Speed (Gs--PS)	35,351	47	.32	.07	**.46**	.05	.44-.49	.39-.53
Scanning (Gs--PS)	6,703	27	.31	.12	**.57**	.06	.51-.63	.49-.65
Pattern Recognition (Gs--PS)	356	5	.23	.20	**.55**	.11	.43-.68	.41-.70
Number Facility (Gs)	12,593	7	.33	.10	**.43**	.09	.27-.58	.32-.53
Acquired Knowledge								
Acquired Knowledge†	16,192	5	.39	.07	**.57**	.04	.52-.62	.52-.62
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	362	2	.17	.00	**.32**	.00	.17-.47	.32-.32
Mathematics Knowledge (Gq)	452,739	14	.44	.03	**.69**	.00	.67-.70	.69-.69
Verbal Ability								
Verbal Ability†	676	6	.22	.14	**.55**	.02	.47-.63	.53-.58
Reading and Writing								
Reading Comprehension (Grw)	452,870	13	.37	.03	**.68**	.00	.66-.70	.68-.68
Reading Decoding (Grw)	239	1	.27	--	**.33**	--	.18-.47	--
Native Language Usage (Grw)	108	2	.33	.20	**.48**	.12	.23-.72	.32-.63
Writing Ability (Grw)	239	1	.17	--	**.21**	--	.06-.36	--
Spelling Ability (Grw)	108	2	.32	.16	**.31**	.03	.11-.50	.27-.34
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.25	--	**.62**	--	.55-.69	--
General Verbal Information (Gc)	22,374	37	.40	.09	**.55**	.00	.51-.59	.55-.55
Language Development (Gc)	6,146	32	.41	.08	**.55**	.04	.51-.59	.50-.60
Lexical Knowledge (Gc)	473,300	50	.34	.04	**.65**	.01	.64-.66	.63-.67
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	443,377	12	.40	.01	**.66**	.00	.66-.67	.66-.66
Mechanical Knowledge (Gkn--S)	443,485	14	.54	.02	**.75**	.00	.74-.77	.75-.75

Phys. Sci. Knowledge (App.) (Gkn--S)	443,058	11	.34	.02	**.59**	.00	.57-.61	.59-.59
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	2,233	1	.23	--	**.24**	--	.20-.28	--
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	234	4	.29	.13	**.63**	.02	.55-.71	.60-.65
Flexibility of Closure (Gv)								
General Cognitive Ability								
g†	1,024	6	.38	.09	**.40**	.00	.34-.47	.40-.40
Fluid Ability								
Fluid (Gf)†	123	1	.18	--	**.21**	--	.02-.41	--
Induction (Gf)	40,233	29	.36	.08	**.45**	.07	.42-.49	.36-.54
General Sequential Reasoning (Gf)	4,098	11	.21	.07	**.25**	.03	.19-.32	.21-.30
Quantitative Reasoning (Gf)	40,412	30	.40	.07	**.45**	.06	.42-.48	.37-.53
Short Term Memory								
Memory Span (Gsm)	1,076	4	.29	.07	**.31**	.00	.15-.48	.31-.31
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	290	1	.27	--	**.34**	--	.21-.48	--
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	1,922	9	.25	.07	**.31**	.03	.22-.41	.27-.35
Meaningful Memory (Glr--LE)	723	2	.26	.17	**.33**	.20	.04-.62	.07-.59
Long Term Visual Memory (Glr--LE)	433	1	.20	--	**.26**	--	.14-.38	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,160	4	.25	.14	**.33**	.12	.05-.60	.17-.48
Associational Fluency (Glr--RF)	437	2	.31	.00	**.42**	.00	.22-.62	.42-.42
Expressional Fluency (Glr--RF)	230	1	.44	--	**.61**	--	.39-.84	--
Originality/Creativity (Glr--RF)	372	2	.09	.13	**.12**	.12	-.07-.32	-.03-.27
Naming Facility (Glr--RF)	1,498	10	.17	.10	**.21**	.05	.10-.32	.15-.27
Word Fluency (Glr--RF)	1,159	5	.33	.12	**.42**	.11	.24-.60	.28-.56
Figural Fluency (Glr--RF)	230	1	.16	--	**.23**	--	.05-.41	--
Visual Processing								
Visualization (Gv)	42,680	39	.47	.08	**.61**	.05	.57-.64	.54-.67
Closure Speed (Gv)	4,394	10	.30	.05	**.35**	.00	.30-.39	.35-.35
Spatial Scanning (Gv)	1,713	12	.37	.07	**.43**	.00	.37-.50	.43-.43
Visual Memory (Gv)	977	4	.24	.07	**.30**	.00	.15-.46	.30-.30
Auditory Processing								
Memory for Sound Patterns (Ga)	319	1	.32	--	**.38**	--	.27-.49	--
Absolute Pitch (Ga)	319	1	.15	--	**.19**	--	.06-.31	--

Processing Speed								
Perceptual Speed (Gs--PS)	5,442	18	.24	.10	**.27**	.08	.22-.33	.17-.37
Scanning (Gs--PS)	39,307	28	.34	.06	**.36**	.00	.34-.38	.36-.36
Pattern Recognition (Gs--PS)	108	2	.22	.27	**.26**	.25	-.15-.66	-.07-.58
Number Facility (Gs)	2,716	16	.26	.14	**.30**	.12	.21-.39	.15-.46
Acquired Knowledge								
Acquired Knowledge†	2,233	1	.09	--	**.13**	--	.09-.17	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	123	1	.35	--	**.41**	--	.23-.59	--
Mathematics Knowledge (Gq)	35,785	14	.41	.04	**.46**	.00	.43-.48	.46-.46
Verbal Ability								
Verbal Ability†	550	4	.25	.12	**.29**	.09	.16-.41	.18-.39
Reading and Writing								
Reading Comprehension (Grw)	23,060	11	.34	.05	**.38**	.03	.35-.42	.34-.42
Native Language Usage (Grw)	108	2	.35	.16	**.46**	.13	.17-.74	.30-.62
Spelling Ability (Grw)	108	2	.31	.18	**.29**	.00	-.05-.63	.29-.29
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	290	1	.18	--	**.22**	--	.11-.32	--
General Verbal Information (Gc)	2,996	4	.16	.14	**.21**	.16	.03-.40	.00-.42
Language Development (Gc)	877	3	.33	.14	**.38**	.14	.20-.56	.20-.56
Lexical Knowledge (Gc)	40,444	31	.26	.08	**.29**	.06	.26-.32	.21-.37
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	35,996	13	.38	.06	**.45**	.05	.41-.49	.38-.51
Mechanical Knowledge (Gkn--S)	23,593	14	.43	.06	**.53**	.06	.49-.57	.46-.60
Phys. Sci. Knowledge (App.) (Gkn--S)	35,677	12	.30	.05	**.37**	.05	.33-.40	.30-.43
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	35,240	10	.46	.05	**.46**	.05	.42-.50	.39-.52
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	108	2	.30	.15	**.32**	.07	.13-.51	.23-.41
Spatial Scanning (Gv)								
General Cognitive Ability								
g†	692	3	.28	.13	**.58**	.00	.48-.69	.58-.58
Fluid Ability								
Induction (Gf)	1,774	11	.32	.12	**.57**	.00	.48-.66	.57-.57
General Sequential Reasoning (Gf)	944	5	.23	.08	**.52**	.00	.40-.63	.52-.52
Quantitative Reasoning (Gf)	1,235	10	.39	.06	**.62**	.00	.56-.69	.62-.62
Short Terrm Memory								

Memory Span (Gsm)	1,070	4	.25	.13	**.27**	.06	.08-.47	.19-.35
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	1,102	6	.21	.09	**.39**	.02	.29-.49	.36-.42
Meaningful Memory (Glr--LE)	433	1	.25	--	**.44**	--	.36-.52	--
Long Term Visual Memory (Glr--LE)	433	1	.16	--	**.38**	--	.29-.46	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	663	2	.23	.00	**.41**	.00	.27-.54	.41-.41
Associational Fluency (Glr--RF)	230	1	.32	--	**.45**	--	.19-.70	--
Expressional Fluency (Glr--RF)	230	1	.37	--	**.51**	--	.32-.71	--
Originality/Creativity (Glr--RF)	82	1	.37	--	**.70**	--	.56-.85	--
Naming Facility (Glr--RF)	759	6	.21	.06	**.43**	.00	.32-.53	.43-.43
Word Fluency (Glr--RF)	746	3	.22	.04	**.46**	.00	.34-.59	.46-.46
Figural Fluency (Glr--RF)	230	1	.16	--	**.22**	--	.05-.39	--
Visual Processing								
Visualization (Gv)	2,110	15	.42	.11	**.60**	.00	.54-.67	.60-.60
Closure Speed (Gv)	808	3	.24	.05	**.51**	.00	.40-.61	.51-.51
Flexibility of Closure (Gv)	1,713	12	.37	.07	**.43**	.00	.37-.50	.43-.43
Visual Memory (Gv)	764	3	.21	.02	**.50**	.00	.41-.59	.50-.50
Processing Speed								
Perceptual Speed (Gs--PS)	985	4	.36	.12	**.60**	.06	.48-.73	.53-.68
Scanning (Gs--PS)	1,789	12	.36	.16	**.65**	.06	.56-.73	.57-.72
Pattern Recognition (Gs--PS)	207	1	.47	--	**.73**	--	.65-.81	--
Number Facility (Gs)	1,376	9	.33	.11	**.59**	.03	.51-.68	.56-.63
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	230	1	.38	--	**.50**	--	.30-.70	--
Verbal Ability								
Verbal Ability†	207	1	.29	--	**.60**	--	.51-.69	--
Reading and Writing								
Reading Comprehension (Grw)	401	3	.25	.04	**.44**	.00	.39-.49	.44-.44
Comprehension Knowledge								
General Verbal Information (Gc)	485	2	.27	.01	**.48**	.00	.47-.50	.48-.48
Language Development (Gc)	485	2	.24	.05	**.49**	.00	.43-.55	.49-.49
Lexical Knowledge (Gc)	1,920	13	.20	.10	**.54**	.00	.46-.62	.54-.54
Domain Specific Knowledge								
Realistic Knowledge (Applied) (Gkn)	261	2	.10	.06	**.56**	.00	.50-.61	.56-.56
General Science Knowledge (Gkn--S)	230	1	.32	--	**.50**	--	.32-.68	--

Mechanical Knowledge (Gkn--S)	230	1	.45	--	**.75**	--	.51-.99	--
Phys. Sci. Knowledge (App.) (Gkn--S)	230	1	.36	--	**.61**	--	.26-.95	--
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	207	1	.46	--	**.74**	--	.67-.81	--
Imagery (Gv)								
Fluid Ability								
Fluid (Gf)†	446	3	.52	.02	**.81**	.00	.79-.83	.81-.81
Induction (Gf)	924	6	.50	.09	**.78**	.00	.71-.85	.78-.78
Quantitative Reasoning (Gf)	924	6	.46	.12	**.75**	.07	.67-.82	.65-.84
Long Term Storage—Retrieval Fluency								
Word Fluency (Glr--RF)	334	2	.39	.24	**.70**	.15	.40-1.00	.50-.90
Visual Processing								
Visualization (Gv)	708	5	.48	.03	**.70**	.00	.67-.72	.70-.70
Processing Speed								
Perceptual Speed (Gs--PS)	583	4	.26	.14	**.62**	.08	.52-.73	.52-.73
Scanning (Gs--PS)	583	4	.07	.11	**.52**	.00	.44-.59	.52-.52
Number Facility (Gs)	135	1	.11	--	**.50**	--	.37-.63	--
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	85	1	.26	--	**.62**	--	.46-.77	--
Acquired Knowledge								
Acquired Knowledge†	334	2	.46	.08	**.84**	.00	.76-.92	.84-.84
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	725	5	.33	.12	**.64**	.05	.56-.73	.58-.71
Reading and Writing								
Reading Comprehension (Grw)	334	2	.51	.12	**.84**	.07	.71-.96	.75-.92
Reading Speed (Grw)	199	1	.28	--	**.66**	--	.56-.76	--
Comprehension Knowledge								
General Verbal Information (Gc)	341	2	.48	.08	**.71**	.00	.61-.81	.71-.71
Lexical Knowledge (Gc)	476	3	.37	.14	**.71**	.07	.61-.82	.62-.81
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	137	1	.58	--	**.82**	--	.72-.92	--
Visual Memory (Gv)								
General Cognitive Ability								
g†	433	1	.15	--	**.52**	--	.45-.59	--
Fluid Ability								
Induction (Gf)	8,225	12	.29	.06	**.44**	.06	.38-.50	.37-.51

General Sequential Reasoning (Gf)	7,909	10	.35	.07	**.47**	.06	.41-.54	.40-.55
Quantitative Reasoning (Gf)	7,462	9	.17	.08	**.22**	.09	.15-.29	.10-.34
Short Term Memory								
Memory Span (Gsm)	10,411	26	.25	.05	**.32**	.02	.29-.34	.29-.34
Working Memory Capacity (Gsm)	9,242	23	.32	.12	**.40**	.14	.33-.46	.22-.57
Long Term Storage—Learning Efficiency								
Learning Efficiency (Glr--LE)†	2,500	16	.17	.07	**.23**	.00	.19-.27	.23-.23
Associative Memory (Glr--LE)	10,316	27	.33	.10	**.41**	.11	.35-.46	.27-.54
Meaningful Memory (Glr--LE)	4,084	20	.28	.07	**.38**	.02	.33-.42	.35-.40
Long Term Visual Memory (Glr--LE)	433	1	.53	--	**.75**	--	.68-.81	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	663	2	.21	.00	**.42**	.00	.23-.60	.42-.42
Associational Fluency (Glr--RF)	230	1	.39	--	**.54**	--	.39-.69	--
Expressional Fluency (Glr--RF)	230	1	.38	--	**.52**	--	.03-1.00	--
Naming Facility (Glr--RF)	6,806	7	.32	.07	**.39**	.08	.32-.45	.29-.48
Word Fluency (Glr--RF)	663	2	.24	.00	**.49**	.00	.21-.78	.49-.49
Figural Fluency (Glr--RF)	230	1	.06	--	**.08**	--	-.09-.25	--
Visual Processing								
Visualization (Gv)	8,076	12	.36	.07	**.51**	.04	.45-.58	.46-.56
Closure Speed (Gv)	1,115	4	.25	.03	**.52**	.00	.49-.55	.52-.52
Flexibility of Closure (Gv)	977	4	.24	.07	**.30**	.00	.15-.46	.30-.30
Spatial Scanning (Gv)	764	3	.21	.02	**.50**	.00	.41-.59	.50-.50
Auditory Processing								
Phonetic Coding (Ga)	6,894	8	.26	.06	**.34**	.07	.28-.40	.25-.43
Processing Speed								
Perceptual Speed (Gs--PS)	7,398	11	.25	.10	**.35**	.10	.27-.43	.22-.47
Scanning (Gs--PS)	977	4	.25	.06	**.58**	.00	.47-.70	.58-.58
Reading Speed (Gs)	2,414	3	.31	.07	**.38**	.07	.29-.47	.29-.47
Number Facility (Gs)	7,544	9	.23	.05	**.30**	.05	.26-.35	.24-.36
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	2,927	4	.32	.06	**.41**	.06	.32-.50	.33-.49
Acquired Knowledge								
Acquired Knowledge†	2,698	3	.29	.04	**.35**	.03	.29-.40	.31-.38
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	7,019	7	.25	.05	**.33**	.04	.29-.38	.28-.39
Mathematics Knowledge (Gq)	230	1	.50	--	**.66**	--	.41-.91	--

Reading and Writing								
Reading Comprehension (Grw)	7,350	9	.26	.06	**.33**	.07	.28-.39	.25-.42
Reading Decoding (Grw)	7,019	7	.27	.06	**.33**	.06	.27-.38	.25-.41
Native Language Usage (Grw)	6,715	6	.15	.11	**.20**	.14	.09-.32	.02-.39
Writing Ability (Grw)	7,019	7	.30	.04	**.36**	.04	.32-.40	.31-.41
Spelling Ability (Grw)	6,780	6	.23	.06	**.35**	.08	.28-.43	.25-.46
Comprehension Knowledge								
General Verbal Information (Gc)	7,442	8	.26	.06	**.35**	.00	.29-.41	.35-.35
Language Development (Gc)	433	1	.19	--	**.48**	--	.40-.55	--
Lexical Knowledge (Gc)	7,996	11	.25	.06	**.37**	.06	.32-.43	.30-.45
Listening Ability (Gc)	6,780	6	.34	.05	**.44**	.06	.38-.49	.36-.51
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.19	.04	**.31**	.04	.24-.37	.26-.36
General Science Knowledge (Gkn--S)	4,312	4	.19	.07	**.29**	.10	.19-.40	.17-.42
Mechanical Knowledge (Gkn--S)	230	1	.48	--	**.81**	--	.48-1.00	--
Phys. Sci. Knowledge (App.) (Gkn--S)	230	1	.40	--	**.67**	--	.13-1.00	--
Social Studies Knowledge (Gkn)	4,082	3	.17	.04	**.22**	.04	.16-.28	.16-.28

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct. †=tests classified as direct measure of higher-order construct.

Table 23

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Auditory Processing

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Auditory Processing (Ga)†								
General Cognitive Ability								
g†	177	1	.56	--	**.81**	--	.74-.89	--
Fluid Ability								
Induction (Gf)	6,490	6	.52	.04	**.66**	.04	.62-.71	.61-.72
Quantitative Reasoning (Gf)	4,082	3	.46	.05	**.51**	.05	.44-.57	.44-.57
Short Term Memory								
Short Term Memory (Gsm)†	6,490	6	.57	.07	**.64**	.08	.57-.70	.54-.73
Working Memory Capacity (Gsm)	2,520	4	.51	.06	**.58**	.06	.50-.66	.50-.66
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	6,490	6	.49	.07	**.53**	.07	.48-.59	.45-.62
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	4,082	3	.45	.04	**.48**	.04	.43-.53	.44-.53
Visual Processing								
Visual Processing (Gv)†	6,490	6	.43	.06	**.49**	.06	.43-.54	.41-.57
Processing Speed								
Processing Speed (Gs)†	6,490	6	.42	.06	**.45**	.05	.41-.50	.38-.52
Perceptual Speed (Gs--PS)	4,082	3	.40	.04	**.45**	.04	.40-.51	.40-.51
Number Facility (Gs)	4,082	3	.48	.04	**.52**	.04	.47-.57	.47-.57
Acquired Knowledge								
Acquired Knowledge†	6,490	6	.54	.05	**.58**	.05	.54-.63	.53-.64
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.47	.03	**.55**	.00	.52-.59	.55-.55
Reading and Writing								
Reading Comprehension (Grw)	6,332	6	.53	.05	**.60**	.05	.55-.64	.54-.66
Reading Speed (Grw)	4,082	3	.42	.06	**.51**	.06	.44-.59	.43-.59
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	6,490	6	.56	.04	**.59**	.04	.56-.63	.54-.65
Lexical Knowledge (Gc)	4,082	3	.59	.03	**.72**	.00	.68-.75	.72-.72
Cognitive Ability Compounds								
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.41	--	**.71**	--	.61-.80	--

Phonetic Coding (Ga)								
Fluid Ability								
Induction (Gf)	7,604	8	.44	.05	**.60**	.04	.55-.65	.54-.65
General Sequential Reasoning (Gf)	6,914	8	.40	.07	**.49**	.07	.43-.56	.40-.59
Quantitative Reasoning (Gf)	7,323	7	.38	.07	**.43**	.07	.38-.49	.35-.52
Short Term Memory								
Memory Span (Gsm)	7,608	8	.44	.06	**.53**	.07	.47-.59	.45-.61
Working Memory Capacity (Gsm)	6,751	7	.43	.05	**.51**	.05	.46-.56	.44-.57
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	7,121	8	.43	.07	**.49**	.08	.42-.55	.39-.58
Meaningful Memory (Glr--LE)	1,151	3	.30	.04	**.37**	.00	.31-.43	.37-.37
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	6,290	6	.29	.06	**.33**	.06	.27-.38	.24-.41
Visual Processing								
Visualization (Gv)	7,163	7	.40	.06	**.51**	.06	.45-.57	.44-.58
Closure Speed (Gv)	239	1	.20	--	**.25**	--	.10-.41	--
Visual Memory (Gv)	6,894	8	.26	.06	**.34**	.07	.28-.40	.25-.43
Processing Speed								
Perceptual Speed (Gs--PS)	6,704	8	.29	.07	**.36**	.08	.29-.42	.25-.46
Reading Speed (Gs)	2,155	3	.41	.06	**.47**	.06	.39-.55	.39-.55
Number Facility (Gs)	7,044	6	.32	.06	**.36**	.06	.31-.41	.29-.43
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,142	4	.30	.09	**.38**	.10	.25-.50	.25-.50
Acquired Knowledge								
Acquired Knowledge†	2,938	3	.51	.07	**.58**	.07	.49-.66	.49-.67
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	7,361	7	.44	.05	**.55**	.05	.50-.59	.48-.61
Reading and Writing								
Reading Comprehension (Grw)	7,376	7	.50	.06	**.60**	.06	.54-.65	.51-.68
Reading Decoding (Grw)	7,254	7	.48	.05	**.56**	.05	.52-.60	.50-.61
Native Language Usage (Grw)	6,445	6	.45	.06	**.57**	.07	.51-.63	.49-.66
Writing Ability (Grw)	7,296	7	.44	.07	**.51**	.07	.45-.57	.42-.60
Spelling Ability (Grw)	7,099	6	.45	.05	**.64**	.06	.58-.70	.56-.71
Comprehension Knowledge								
General Verbal Information (Gc)	7,177	7	.46	.09	**.56**	.07	.46-.65	.46-.65
Lexical Knowledge (Gc)	7,343	7	.44	.08	**.56**	.09	.49-.64	.44-.68

Listening Ability (Gc)	6,811	6	.47	.07	**.56**	.08	.49-.63	.46-.66
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.47	.06	**.71**	.08	.61-.82	.61-.82
General Science Knowledge (Gkn--S)	4,082	3	.42	.03	**.61**	.03	.56-.66	.57-.65
Social Studies Knowledge (Gkn)	4,082	3	.40	.04	**.48**	.04	.43-.54	.43-.53
Memory for Sound Patterns (Ga)								
General Cognitive Ability								
g†	2,968	2	.40	.09	**.70**	.00	.61-.78	.70-.70
Fluid Ability								
Fluid (Gf)†	149	1	.22	--	**.55**	--	.42-.68	--
Induction (Gf)	149	1	.35	--	**.64**	--	.51-.77	--
General Sequential Reasoning (Gf)	319	1	.13	--	**.53**	--	.44-.62	--
Quantitative Reasoning (Gf)	797	3	.37	.03	**.67**	.00	.64-.69	.67-.67
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	319	1	.08	--	**.42**	--	.32-.51	--
Visual Processing								
Visual Processing (Gv)†	478	2	.35	.02	**.63**	.00	.60-.65	.63-.63
Visualization (Gv)	3,078	4	.28	.03	**.50**	.00	.47-.52	.50-.50
Closure Speed (Gv)	319	1	.11	--	**.49**	--	.40-.57	--
Flexibility of Closure (Gv)	319	1	.32	--	**.38**	--	.27-.49	--
Auditory Processing								
Maintaining/Judging Rhythm (Ga)	539	3	.30	.01	**.45**	.00	.36-.54	.45-.45
Absolute Pitch (Ga)	548	3	.42	.16	**.76**	.11	.62-.91	.62-.91
Processing Speed								
Perceptual Speed (Gs--PS)	1,026	5	.30	.14	**.64**	.08	.55-.73	.53-.75
Scanning (Gs--PS)	2,649	1	.29	--	**.66**	--	.63-.68	--
Pattern Recognition (Gs--PS)	2,649	1	.30	--	**.63**	--	.60-.66	--
Number Facility (Gs)	149	1	.26	--	**.61**	--	.49-.72	--
Verbal Ability								
Verbal Ability†	2,968	2	.33	.08	**.66**	.00	.57-.74	.66-.66
Comprehension Knowledge								
General Verbal Information (Gc)	200	1	.26	--	**.50**	--	.37-.62	--
Language Development (Gc)	310	1	.07	--	**.08**	--	.02-.14	--
Lexical Knowledge (Gc)	788	3	.24	.02	**.46**	.00	.43-.50	.46-.46
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	319	1	.26	--	**.57**	--	.49-.66	--

Mechanical Knowledge (Gkn--S)	946	4	.20	.17	**.47**	.13	.33-.62	.30-.64
Phys. Sci. Knowledge (App.) (Gkn--S)	478	2	.14	.01	**.43**	.00	.43-.44	.43-.43
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	2,649	1	.38	--	**.71**	--	.69-.74	--
Maintaining/Judging Rhythm (Ga)								
Fluid Ability								
Fluid (Gf)†	149	1	.21	--	**.54**	--	.41-.67	--
Induction (Gf)	1,158	2	.27	.01	**.57**	.00	.56-.58	.57-.57
Short Term Memory								
Memory Span (Gsm)	1,009	1	.44	--	**.47**	--	.42-.53	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,009	1	.17	--	**.41**	--	.35-.47	--
Visual Processing								
Visualization (Gv)	1,238	3	.25	.09	**.47**	.00	.37-.57	.47-.47
Auditory Processing								
Memory for Sound Patterns (Ga)	539	3	.30	.01	**.45**	.00	.36-.54	.45-.45
Absolute Pitch (Ga)	281	3	.28	.04	**.65**	.00	.61-.69	.65-.65
Processing Speed								
Processing Speed (Gs)†	1,009	1	.16	--	**.18**	--	.12-.24	--
Perceptual Speed (Gs--PS)	229	2	.11	.14	**.50**	.05	.36-.64	.43-.57
Number Facility (Gs)	149	1	.17	--	**.54**	--	.42-.66	--
Comprehension Knowledge								
Language Development (Gc)	310	1	.06	--	**.08**	--	-.07-.23	--
Lexical Knowledge (Gc)	1,319	2	.23	.00	**.51**	.00	-.04-1.00	.51-.51
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	149	1	.19	--	**.46**	--	.32-.60	--
Absolute Pitch (Ga)								
General Cognitive Ability								
g†	319	1	.27	--	**.60**	--	.53-.68	--
Fluid Ability								
Fluid (Gf)†	149	1	.32	--	**.63**	--	.51-.75	--
Induction (Gf)	149	1	.27	--	**.57**	--	.43-.70	--
General Sequential Reasoning (Gf)	521	2	.09	.02	**.49**	.00	.47-.52	.49-.49
Quantitative Reasoning (Gf)	319	1	.08	--	**.43**	--	.34-.52	--
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	319	1	.03	--	**.37**	--	.28-.47	--
Visual Processing								

Visualization (Gv)	229	2	.34	.03	**.55**	.00	.51-.60	.55-.55
Closure Speed (Gv)	319	1	.09	--	**.47**	--	.39-.56	--
Flexibility of Closure (Gv)	319	1	.15	--	**.19**	--	.06-.31	--
Auditory Processing								
Memory for Sound Patterns (Ga)	548	3	.42	.16	**.76**	.11	.62-.91	.62-.91
Maintaining/Judging Rhythm (Ga)	281	3	.28	.04	**.65**	.00	.61-.69	.65-.65
Processing Speed								
Perceptual Speed (Gs--PS)	548	3	-.01	.06	**.41**	.00	.36-.46	.41-.41
Number Facility (Gs)	149	1	.26	--	**.61**	--	.49-.72	--
Verbal Ability								
Verbal Ability†	319	1	.28	--	**.62**	--	.54-.70	--
Comprehension Knowledge								
Lexical Knowledge (Gc)	202	1	.09	--	**.51**	--	.42-.61	--
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	319	1	.21	--	**.53**	--	.45-.62	--
Mechanical Knowledge (Gkn--S)	468	2	.26	.17	**.53**	.14	.31-.74	.35-.71

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct. †=tests classified as direct measure of higher-order construct.

Table 24

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Processing Speed

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Processing Speed (Gs)†								
General Cognitive Ability								
g†	579	3	.35	.15	**.33**	.06	.19-.48	.25-.42
Fluid Ability								
Induction (Gf)	11,338	15	.39	.10	**.49**	.10	.41-.57	.36-.62
General Sequential Reasoning (Gf)	473	4	.52	.12	**.53**	.00	.41-.65	.53-.53
Quantitative Reasoning (Gf)	7,714	16	.40	.10	**.43**	.08	.37-.48	.33-.53
Short Term Memory								
Short Term Memory (Gsm)†	7,976	6	.48	.07	**.52**	.07	.46-.58	.43-.61
Memory Span (Gsm)	3,249	5	.22	.05	**.21**	.00	.13-.29	.21-.21
Working Memory Capacity (Gsm)	2,606	4	.52	.11	**.57**	.12	.43-.72	.42-.73
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	7,794	6	.43	.12	**.47**	.13	.36-.57	.31-.63
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	2,240	4	.18	.03	**.20**	.00	.13-.27	.20-.20
Meaningful Memory (Glr--LE)	329	1	.12	--	**.14**	--	.02-.26	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	3,468	6	.23	.06	**.27**	.00	.20-.35	.27-.27
Originality/Creativity (Glr--RF)	329	1	-.03	--	**-.01**	--	-.05-.03	--
Naming Facility (Glr--RF)	4,082	3	.47	.03	**.51**	.01	.48-.54	.50-.52
Word Fluency (Glr--RF)	294	2	.55	.21	**.60**	.16	.29-.91	.40-.80
Visual Processing								
Visual Processing (Gv)†	6,863	6	.40	.09	**.46**	.10	.38-.54	.33-.58
Visualization (Gv)	4,141	11	.17	.13	**.20**	.00	-.05-.45	.20-.20
Closure Speed (Gv)	200	1	.22	--	**.23**	--	.10-.36	--
Auditory Processing								
Auditory Processing (Ga)†	6,490	6	.42	.06	**.45**	.05	.41-.50	.38-.52
Maintaining/Judging Rhythm (Ga)	1,009	1	.16	--	**.18**	--	.12-.24	--
Processing Speed								
Perceptual Speed (Gs--PS)	4,428	4	.84	.06	**.95**	.06	.88-1.00	.87-1.00
Scanning (Gs--PS)	272	2	.41	.23	**.38**	.13	.11-.65	.21-.54

Pattern Recognition (Gs--PS)	175	1	.47	--	**.47**	--	.36-.59	--
Number Facility (Gs)	7,311	14	.52	.09	**.55**	.07	.50-.60	.47-.64
Acquired Knowledge								
Acquired Knowledge†	7,675	7	.42	.08	**.45**	.08	.38-.52	.34-.55
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.52	.03	**.62**	.00	.58-.65	.62-.62
Mathematics Knowledge (Gq)	346	1	.41	--	**.48**	--	.38-.58	--
Verbal Ability								
Verbal Ability†	351	2	.06	.12	**.08**	.08	-.08-.24	-.02-.18
Reading and Writing								
Reading Comprehension (Grw)	7,006	7	.41	.07	**.46**	.08	.40-.52	.36-.56
Reading Speed (Grw)	4,082	3	.65	.01	**.79**	.00	.77-.81	.79-.79
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	7,641	6	.41	.08	**.43**	.08	.37-.50	.33-.54
Lexical Knowledge (Gc)	8,023	13	.33	.08	**.38**	.02	.33-.43	.35-.41
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	346	1	.38	--	**.53**	--	.40-.66	--
Mechanical Knowledge (Gkn--S)	487	3	.31	.00	**.43**	.00	-1.00-1.00	.43-.43
Phys. Sci. Knowledge (App.) (Gkn--S)	346	1	.20	--	**.31**	--	.15-.47	--
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	175	1	.34	--	**.32**	--	.21-.43	--
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.46	--	**.46**	--	.35-.57	--
Perceptual Speed (Gs--PS)								
General Cognitive Ability								
g†	678,809	77	.43	.03	**.69**	.00	.69-.70	.69-.69
Fluid Ability								
Fluid (Gf)†	1,858	16	.25	.13	**.55**	.00	.51-.60	.55-.55
Induction (Gf)	381,241	102	.24	.05	**.33**	.04	.31-.34	.27-.38
General Sequential Reasoning (Gf)	30,789	53	.34	.09	**.49**	.06	.46-.52	.42-.56
Quantitative Reasoning (Gf)	1,499,425	84	.35	.07	**.62**	.04	.61-.63	.57-.67
Memory								
Memory†	10,729	2	.42	.00	**.48**	.00	.45-.51	.48-.48
Short Term Memory								
Short Term Memory (Gsm)†	4,082	3	.52	.04	**.60**	.03	.55-.65	.56-.64
Memory Span (Gsm)	357,240	63	.19	.03	**.22**	.04	.21-.23	.18-.27
Working Memory Capacity (Gsm)	20,629	26	.42	.08	**.49**	.08	.45-.52	.39-.58

Meaningful Memory (Gsm)	338,856	4	.14	.02	**.19**	.02	.16-.21	.16-.22
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	4,372	4	.36	.04	**.42**	.04	.36-.48	.37-.47
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	8,900	17	.28	.11	**.35**	.11	.27-.43	.21-.49
Meaningful Memory (Glr--LE)	1,975	7	.23	.10	**.34**	.06	.27-.41	.26-.41
Free Recall Memory (Glr--LE)	2,642	10	.25	.08	**.29**	.06	.23-.36	.21-.37
Long Term Visual Memory (Glr--LE)	433	1	.24	--	**.45**	--	.38-.53	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,499	6	.23	.08	**.40**	.00	.30-.50	.40-.40
Associational Fluency (Glr--RF)	347	2	.26	.00	**.43**	.00	-.03-.90	.43-.43
Expressional Fluency (Glr--RF)	230	1	.37	--	**.47**	--	.18-.77	--
Originality/Creativity (Glr--RF)	339,146	5	.18	.01	**.23**	.01	.21-.24	.21-.24
Naming Facility (Glr--RF)	6,879	11	.35	.05	**.43**	.00	.38-.47	.43-.43
Word Fluency (Glr--RF)	4,175	16	.26	.09	**.41**	.00	.35-.47	.41-.41
Figural Fluency (Glr--RF)	230	1	.21	--	**.27**	--	.02-.52	--
Visual Processing								
Visual Processing (Gv)†	5,642	8	.38	.04	**.50**	.00	.45-.55	.50-.50
Visualization (Gv)	396,336	115	.22	.05	**.29**	.02	.28-.31	.27-.32
Speeded Rotation (Gv)	1,015	1	.34	--	**.43**	--	.35-.50	--
Closure Speed (Gv)	35,351	47	.32	.07	**.46**	.05	.44-.49	.39-.53
Flexibility of Closure (Gv)	5,442	18	.24	.10	**.27**	.08	.22-.33	.17-.37
Spatial Scanning (Gv)	985	4	.36	.12	**.60**	.06	.48-.73	.53-.68
Imagery (Gv)	583	4	.26	.14	**.62**	.08	.52-.73	.52-.73
Visual Memory (Gv)	7,398	11	.25	.10	**.35**	.10	.27-.43	.22-.47
Auditory Processing								
Auditory Processing (Ga)†	4,082	3	.40	.04	**.45**	.04	.40-.51	.40-.51
Phonetic Coding (Ga)	6,704	8	.29	.07	**.36**	.08	.29-.42	.25-.46
Memory for Sound Patterns (Ga)	1,026	5	.30	.14	**.64**	.08	.55-.73	.53-.75
Maintaining/Judging Rhythm (Ga)	229	2	.11	.14	**.50**	.05	.36-.64	.43-.57
Absolute Pitch (Ga)	548	3	-.01	.06	**.41**	.00	.36-.46	.41-.41
Processing Speed								
Processing Speed (Gs)†	4,428	4	.84	.06	**.95**	.06	.88-1.00	.87-1.00
Scanning (Gs--PS)	353,051	71	.39	.04	**.48**	.03	.47-.49	.44-.52
Pattern Recognition (Gs--PS)	1,346	14	.53	.08	**.77**	.00	.74-.80	.77-.77
Reading Speed (Gs)	1,830	3	.52	.09	**.59**	.10	.48-.71	.47-.72

Number Facility (Gs)	1,820,290	76	.32	.24	**.58**	.17	.53-.63	.36-.80
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	202	2	.36	.05	**.66**	.00	.62-.71	.66-.66
Semantic Processing Speed (Gt)	2,674	4	.55	.08	**.64**	.08	.54-.74	.54-.74
Mental Comparison Speed (Gt)	34	1	.61	--	**.83**	--	.68-.98	--
Acquired Knowledge								
Acquired Knowledge†	23,458	15	.31	.09	**.45**	.07	.39-.51	.35-.54
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	346,718	16	.17	.04	**.21**	.05	.18-.24	.14-.28
Mathematics Knowledge (Gq)	1,812,078	54	.32	.06	**.55**	.02	.53-.57	.52-.58
Mathematics Achievement (Gq)	338,856	4	.15	.01	**.20**	.01	.18-.21	.18-.21
Verbal Ability								
Verbal Ability†	932,026	37	.36	.02	**.66**	.00	.65-.66	.66-.66
Reading and Writing								
Reading Comprehension (Grw)	1,637,491	45	.31	.09	**.58**	.05	.55-.61	.51-.65
Reading Decoding (Grw)	6,851	7	.35	.07	**.40**	.08	.34-.46	.30-.50
Reading Speed (Grw)	4,082	3	.73	.02	**.94**	.00	.91-.97	.94-.94
Native Language Usage (Grw)	348,394	22	.21	.04	**.26**	.04	.23-.29	.20-.32
Writing Ability (Grw)	6,865	7	.38	.07	**.43**	.08	.37-.49	.33-.53
Spelling Ability (Grw)	349,012	22	.22	.04	**.31**	.04	.29-.34	.26-.37
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	4,480	6	.33	.05	**.41**	.04	.35-.47	.36-.47
General Verbal Information (Gc)	369,009	56	.20	.04	**.24**	.00	.23-.26	.24-.24
Language Development (Gc)	345,571	38	.31	.02	**.38**	.01	.37-.38	.36-.39
Lexical Knowledge (Gc)	1,664,310	115	.25	.09	**.54**	.06	.52-.56	.47-.61
Communication Ability (Gc)	338,856	4	.21	.03	**.27**	.04	.23-.31	.22-.32
Listening Ability (Gc)	6,378	6	.29	.07	**.35**	.08	.28-.41	.25-.44
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.16	.01	**.27**	.02	.24-.29	.24-.29
Artistic Knowledge (Gkn--A&H)	338,856	4	.18	.01	**.27**	.01	.26-.29	.25-.29
Culinary Knowledge (Gkn--A&H)	338,856	4	.13	.01	**.22**	.00	.21-.24	.22-.22
Literature Knowledge (Gkn--A&H)	338,856	4	.18	.01	**.23**	.02	.21-.25	.21-.25
Humanities Knowledge (Gkn--A&H)	4,082	3	.29	.05	**.43**	.06	.35-.52	.36-.51
Business Knowledge (Gkn)	338,856	4	.14	.01	**.22**	.01	.20-.24	.21-.24
Conventional Knowledge (Gkn)	338,856	4	.14	.01	**.25**	.02	.22-.27	.22-.27
Investigative Knowledge (Gkn)	338,856	4	.12	.01	**.25**	.03	.22-.28	.22-.28

Occupational Know.--Military (Gkn)	255	1	.26	--	**.62**	--	.55-.69	--
Realistic Knowledge (Gkn)	338,856	4	.10	.02	**.14**	.03	.11-.17	.10-.18
Realistic Knowledge (Applied) (Gkn)	338,856	4	.04	.01	**.08**	.02	.06-.10	.05-.11
General Science Knowledge (Gkn--S)	1,474,258	43	.21	.08	**.51**	.05	.49-.53	.46-.57
Life Sciences Knowledge (Gkn--S)	339,471	10	.10	.02	**.15**	.03	.12-.18	.11-.18
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.18	.03	**.26**	.04	.22-.30	.21-.31
Mechanical Knowledge (Gkn--S)	1,813,245	60	.17	.08	**.39**	.05	.36-.41	.32-.46
Natural Sciences Knowledge (Gkn--S)	34	1	-.01	--	**.08**	--	-1.00-1.00	--
Physical Sciences Knowledge (Gkn--S)	338,856	4	.11	.02	**.14**	.03	.11-.16	.11-.17
Phys. Sci. Knowledge (App.) (Gkn--S)	1,809,310	46	.08	.07	**.32**	.04	.30-.35	.27-.37
Social Studies Knowledge (Gkn)	342,972	8	.16	.03	**.19**	.04	.16-.22	.14-.24
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.13	.01	**.21**	.01	.19-.22	.19-.22
Miscellaneous Knowledge (Gkn)	338,856	4	.12	.01	**.13**	.01	.12-.14	.12-.14
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	2,233	1	.10	--	**.11**	--	.08-.15	--
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	1,346	14	.49	.08	**.76**	.00	.74-.79	.76-.76
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.45	--	**.71**	--	.62-.79	--
Scanning (Gs--PS)								
General Cognitive Ability								
g†	51,820	71	.55	.06	**.73**	.00	.71-.75	.73-.73
Fluid Ability								
Fluid (Gf)†	2,346	10	.30	.21	**.61**	.00	.52-.70	.61-.61
Induction (Gf)	388,045	83	.21	.06	**.32**	.05	.29-.34	.25-.39
General Sequential Reasoning (Gf)	7,166	28	.30	.10	**.57**	.00	.52-.61	.57-.57
Quantitative Reasoning (Gf)	61,347	61	.39	.11	**.63**	.06	.60-.66	.55-.71
Short Term Memory								
Memory Span (Gsm)	345,717	38	.14	.05	**.18**	.06	.16-.20	.11-.25
Working Memory Capacity (Gsm)	3,115	17	.48	.11	**.58**	.11	.52-.65	.44-.73
Meaningful Memory (Gsm)	338,856	4	.14	.04	**.20**	.06	.14-.25	.12-.27
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	1,384	8	.26	.07	**.45**	.00	.38-.52	.45-.45
Meaningful Memory (Glr--LE)	541	3	.28	.09	**.48**	.04	.40-.55	.43-.53
Free Recall Memory (Glr--LE)	2,525	9	.25	.04	**.30**	.00	.27-.33	.30-.30
Long Term Visual Memory (Glr--LE)	433	1	.15	--	**.38**	--	.31-.45	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	1,045	4	.31	.13	**.50**	.00	.32-.69	.50-.50

Associational Fluency (Glr--RF)	437	2	.24	.00	**.52**	.00	.35-.69	.52-.52
Expressional Fluency (Glr--RF)	230	1	.45	--	**.60**	--	.31-.89	--
Originality/Creativity (Glr--RF)	338,937	5	.16	.04	**.22**	.06	.16-.27	.14-.29
Naming Facility (Glr--RF)	936	7	.25	.09	**.50**	.00	.39-.61	.50-.50
Word Fluency (Glr--RF)	3,847	15	.28	.07	**.44**	.00	.39-.48	.44-.44
Figural Fluency (Glr--RF)	230	1	.16	--	**.22**	--	.05-.39	--
Visual Processing								
Visual Processing (Gv)†	82	1	.46	--	**.69**	--	.57-.82	--
Visualization (Gv)	443,825	113	.22	.07	**.30**	.04	.28-.33	.25-.36
Closure Speed (Gv)	6,703	27	.31	.12	**.57**	.06	.51-.63	.49-.65
Flexibility of Closure (Gv)	39,307	28	.34	.06	**.36**	.00	.34-.38	.36-.36
Spatial Scanning (Gv)	1,789	12	.36	.16	**.65**	.06	.56-.73	.57-.72
Imagery (Gv)	583	4	.07	.11	**.52**	.00	.44-.59	.52-.52
Visual Memory (Gv)	977	4	.25	.06	**.58**	.00	.47-.70	.58-.58
Auditory Processing								
Memory for Sound Patterns (Ga)	2,649	1	.29	--	**.66**	--	.63-.68	--
Processing Speed								
Processing Speed (Gs)†	272	2	.41	.23	**.38**	.13	.11-.65	.21-.54
Perceptual Speed (Gs--PS)	353,051	71	.39	.04	**.48**	.03	.47-.49	.44-.52
Pattern Recognition (Gs--PS)	51,953	29	.58	.08	**.76**	.08	.68-.84	.66-.86
Number Facility (Gs)	360,890	59	.30	.08	**.37**	.09	.32-.41	.24-.49
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	85	1	.24	--	**.60**	--	.48-.73	--
Acquired Knowledge								
Acquired Knowledge†	3,023	9	.06	.11	**.58**	.00	.53-.62	.58-.58
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	340,247	16	.15	.06	**.20**	.08	.12-.27	.10-.30
Mathematics Knowledge (Gq)	380,514	44	.15	.06	**.22**	.06	.16-.27	.14-.29
Mathematics Achievement (Gq)	338,856	4	.14	.05	**.19**	.07	.13-.26	.11-.28
Verbal Ability								
Verbal Ability†	45,264	34	.52	.04	**.72**	.00	.71-.73	.72-.72
Reading and Writing								
Reading Comprehension (Grw)	363,996	27	.22	.07	**.29**	.08	.22-.37	.18-.40
Reading Speed (Grw)	126	2	.28	.02	**.66**	.00	.64-.68	.66-.66
Native Language Usage (Grw)	340,658	20	.19	.07	**.25**	.09	.16-.34	.13-.37
Writing Ability (Grw)	392	3	.46	.03	**.77**	.00	.75-.79	.77-.77

Spelling Ability (Grw)	341,249	26	.18	.06	**.27**	.08	.19-.36	.16-.38
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	108	2	.35	.03	**.72**	.00	.70-.74	.72-.72
General Verbal Information (Gc)	348,613	40	.19	.07	**.24**	.00	.21-.28	.24-.24
Language Development (Gc)	342,917	25	.25	.03	**.31**	.03	.30-.33	.27-.35
Lexical Knowledge (Gc)	401,238	84	.19	.09	**.29**	.10	.25-.32	.16-.42
Communication Ability (Gc)	338,856	4	.21	.08	**.27**	.11	.17-.38	.14-.41
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.14	.05	**.24**	.08	.16-.32	.14-.35
Artistic Knowledge (Gkn--A&H)	338,856	4	.14	.05	**.22**	.08	.15-.30	.12-.32
Culinary Knowledge (Gkn--A&H)	338,856	4	.09	.02	**.17**	.04	.13-.21	.11-.22
Literature Knowledge (Gkn--A&H)	338,856	4	.15	.06	**.20**	.07	.13-.27	.10-.30
Business Knowledge (Gkn)	338,856	4	.14	.04	**.23**	.07	.16-.29	.14-.31
Conventional Knowledge (Gkn)	338,856	4	.13	.05	**.23**	.08	.15-.31	.13-.33
Investigative Knowledge (Gkn)	338,856	4	.12	.04	**.26**	.08	.18-.34	.16-.36
Realistic Knowledge (Gkn)	338,856	4	.11	.05	**.16**	.07	.10-.23	.08-.25
Realistic Knowledge (Applied) (Gkn)	338,856	4	.05	.02	**.11**	.03	.08-.14	.07-.15
General Science Knowledge (Gkn--S)	39,910	27	.23	.07	**.55**	.00	.53-.58	.55-.55
Life Sciences Knowledge (Gkn--S)	340,088	16	.08	.05	**.13**	.08	.05-.21	.03-.23
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.17	.07	**.26**	.10	.16-.36	.13-.39
Mechanical Knowledge (Gkn--S)	367,088	42	.12	.04	**.20**	.05	.15-.25	.14-.27
Natural Sciences Knowledge (Gkn--S)	113	2	.24	.06	**.29**	.00	.22-.37	.29-.29
Physical Sciences Knowledge (Gkn--S)	338,856	4	.11	.06	**.14**	.07	.07-.21	.04-.23
Phys. Sci. Knowledge (App.) (Gkn--S)	377,790	29	.10	.08	**.18**	.12	.08-.29	.03-.34
Social Studies Knowledge (Gkn)	338,969	6	.15	.07	**.19**	.08	.11-.27	.09-.30
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.11	.04	**.18**	.06	.11-.24	.09-.26
Miscellaneous Knowledge (Gkn)	338,856	4	.11	.04	**.12**	.04	.08-.16	.07-.18
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	35,240	10	.35	.03	**.33**	.00	.32-.35	.33-.33
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	42,698	20	.60	.02	**.80**	.00	.80-.81	.80-.80
Pattern Recognition (Gs--PS)								
General Cognitive Ability								
g†	47,789	49	.52	.05	**.68**	.00	.67-.69	.68-.68
Fluid Ability								
Induction (Gf)	1,939	15	.24	.14	**.51**	.00	.45-.57	.51-.51
General Sequential Reasoning (Gf)	69	1	.31	--	**.64**	--	.47-.81	--

Quantitative Reasoning (Gf)	15,037	15	.33	.08	**.49**	.08	.39-.58	.38-.59
Short Term Memory								
Memory Span (Gsm)	352	4	.27	.06	**.28**	.00	.22-.34	.28-.28
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	283	3	.15	.10	**.36**	.00	.26-.46	.36-.36
Meaningful Memory (Glr--LE)	108	2	.15	.16	**.35**	.07	.16-.55	.26-.45
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	175	1	.05	--	**.28**	--	.15-.42	--
Naming Facility (Glr--RF)	177	1	.27	--	**.55**	--	.44-.66	--
Visual Processing								
Visualization (Gv)	60,915	44	.47	.09	**.63**	.00	.55-.71	.63-.63
Closure Speed (Gv)	356	5	.23	.20	**.55**	.11	.43-.68	.41-.70
Flexibility of Closure (Gv)	108	2	.22	.27	**.26**	.25	-.15-.66	-.07-.58
Spatial Scanning (Gv)	207	1	.47	--	**.73**	--	.65-.81	--
Auditory Processing								
Memory for Sound Patterns (Ga)	2,649	1	.30	--	**.63**	--	.60-.66	--
Processing Speed								
Processing Speed (Gs)†	175	1	.47	--	**.47**	--	.36-.59	--
Perceptual Speed (Gs--PS)	1,346	14	.53	.08	**.77**	.00	.74-.80	.77-.77
Scanning (Gs--PS)	51,953	29	.58	.08	**.76**	.08	.68-.84	.66-.86
Number Facility (Gs)	13,039	21	.38	.14	**.52**	.14	.36-.68	.34-.70
Acquired Knowledge								
Acquired Knowledge†	335	6	.29	.19	**.67**	.07	.57-.77	.58-.75
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	1,268	11	.33	.10	**.57**	.00	.52-.61	.57-.57
Mathematics Knowledge (Gq)	1,782	15	.30	.14	**.58**	.06	.53-.64	.51-.66
Verbal Ability								
Verbal Ability†	44,752	30	.39	.04	**.56**	.00	.55-.57	.56-.56
Reading and Writing								
Reading Comprehension (Grw)	969	9	.38	.19	**.68**	.10	.60-.77	.55-.82
Reading Speed (Grw)	126	2	.13	.10	**.51**	.00	.41-.61	.51-.51
Native Language Usage (Grw)	776	9	.15	.14	**.31**	.02	.23-.39	.28-.34
Writing Ability (Grw)	392	3	.37	.02	**.68**	.00	.67-.70	.68-.68
Spelling Ability (Grw)	9,013	16	.15	.08	**.15**	.02	.12-.19	.13-.18
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	60	1	.14	--	**.54**	--	.37-.71	--

General Verbal Information (Gc)	686	7	.13	.08	**.36**	.00	.30-.41	.36-.36
Language Development (Gc)	69	1	.32	--	**.56**	--	.39-.73	--
Lexical Knowledge (Gc)	20,433	19	.24	.10	**.50**	.09	.40-.60	.38-.62
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	617	6	.20	.09	**.50**	.00	.44-.56	.50-.50
Life Sciences Knowledge (Gkn--S)	617	6	.17	.12	**.47**	.03	.40-.55	.44-.51
Mechanical Knowledge (Gkn--S)	9,935	20	.10	.10	**.36**	.06	.32-.40	.29-.43
Natural Sciences Knowledge (Gkn--S)	113	2	.30	.04	**.36**	.00	.31-.42	.36-.36
Phys. Sci. Knowledge (App.) (Gkn--S)	617	6	.20	.11	**.46**	.00	.39-.53	.46-.46
Social Studies Knowledge (Gkn)	113	2	.13	.04	**.21**	.00	.16-.25	.21-.21
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	42,417	18	.51	.02	**.68**	.00	.67-.69	.68-.68
Reading Speed (Gs)								
Fluid Ability								
Induction (Gf)	2,414	3	.45	.03	**.58**	.00	.54-.62	.58-.58
General Sequential Reasoning (Gf)	2,414	3	.42	.03	**.49**	.00	.45-.53	.49-.49
Quantitative Reasoning (Gf)	2,414	3	.40	.12	**.44**	.13	.29-.59	.27-.60
Short Term Memory								
Memory Span (Gsm)	2,414	3	.43	.03	**.49**	.00	.46-.53	.49-.49
Working Memory Capacity (Gsm)	2,289	3	.47	.06	**.52**	.06	.45-.60	.45-.60
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	2,353	3	.39	.09	**.43**	.09	.32-.54	.31-.54
Meaningful Memory (Glr--LE)	1,151	3	.36	.06	**.41**	.05	.33-.50	.35-.48
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	2,381	3	.52	.07	**.57**	.07	.48-.66	.48-.67
Visual Processing								
Visualization (Gv)	2,414	3	.33	.03	**.40**	.00	.36-.45	.40-.40
Visual Memory (Gv)	2,414	3	.31	.07	**.38**	.07	.29-.47	.29-.47
Auditory Processing								
Phonetic Coding (Ga)	2,155	3	.41	.06	**.47**	.06	.39-.55	.39-.55
Processing Speed								
Perceptual Speed (Gs--PS)	1,830	3	.52	.09	**.59**	.10	.48-.71	.47-.72
Number Facility (Gs)	2,414	3	.62	.08	**.68**	.09	.58-.79	.57-.80
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	2,414	3	.51	.08	**.57**	.08	.47-.67	.47-.68
Acquired Knowledge								

Acquired Knowledge†	2,414	3	.51	.07	**.56**	.07	.48-.64	.47-.64
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	2,414	3	.45	.09	**.54**	.09	.42-.66	.41-.66
Reading and Writing								
Reading Comprehension (Grw)	2,414	3	.51	.06	**.58**	.06	.51-.66	.50-.67
Reading Decoding (Grw)	2,414	3	.53	.05	**.59**	.05	.53-.66	.53-.66
Native Language Usage (Grw)	2,414	3	.52	.07	**.64**	.08	.54-.74	.53-.75
Writing Ability (Grw)	2,414	3	.55	.06	**.61**	.06	.53-.68	.53-.68
Spelling Ability (Grw)	2,414	3	.61	.03	**.83**	.00	.78-.89	.83-.84
Comprehension Knowledge								
General Verbal Information (Gc)	2,414	3	.55	.06	**.64**	.07	.56-.73	.55-.73
Lexical Knowledge (Gc)	2,414	3	.46	.10	**.57**	.11	.43-.71	.42-.72
Listening Ability (Gc)	2,414	3	.52	.06	**.60**	.06	.53-.68	.53-.67
Number Facility (Gs)								
General Cognitive Ability								
g†	669,412	21	.48	.02	**.72**	.00	.72-.73	.72-.72
Fluid Ability								
Fluid (Gf)†	604	3	.11	.19	**.45**	.00	.29-.61	.45-.45
Induction (Gf)	359,847	58	.35	.03	**.46**	.01	.45-.47	.45-.47
General Sequential Reasoning (Gf)	9,793	21	.32	.12	**.46**	.08	.39-.53	.35-.57
Quantitative Reasoning (Gf)	1,500,377	97	.44	.07	**.68**	.03	.67-.69	.64-.72
Short Term Memory								
Short Term Memory (Gsm)†	4,082	3	.77	.02	**.86**	.00	.84-.88	.86-.86
Memory Span (Gsm)	352,451	26	.29	.02	**.33**	.01	.32-.34	.31-.35
Working Memory Capacity (Gsm)	18,089	8	.43	.06	**.48**	.06	.44-.53	.41-.55
Meaningful Memory (Gsm)	338,856	4	.21	.02	**.28**	.03	.25-.31	.24-.32
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	4,372	4	.40	.05	**.45**	.05	.38-.52	.38-.52
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	11,197	19	.25	.10	**.33**	.10	.26-.41	.20-.46
Meaningful Memory (Glr--LE)	2,203	6	.30	.07	**.41**	.03	.35-.47	.38-.44
Free Recall Memory (Glr--LE)	2,525	9	.17	.06	**.19**	.03	.15-.24	.16-.22
Long Term Visual Memory (Glr--LE)	433	1	.21	--	**.42**	--	.35-.50	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	3,819	10	.25	.09	**.45**	.00	.38-.52	.45-.45
Associational Fluency (Glr--RF)	437	2	.28	.00	**.50**	.00	.31-.68	.50-.50

Expressional Fluency (Glr--RF)	230	1	.47	--	**.58**	--	.35-.80	--
Originality/Creativity (Glr--RF)	339,557	7	.29	.01	**.36**	.01	.34-.37	.34-.38
Naming Facility (Glr--RF)	17,233	16	.37	.06	**.55**	.00	.51-.58	.55-.55
Word Fluency (Glr--RF)	5,504	22	.34	.09	**.49**	.00	.45-.53	.49-.49
Figural Fluency (Glr--RF)	230	1	.30	--	**.37**	--	.17-.57	--
Visual Processing								
Visual Processing (Gv)†	4,963	4	.41	.05	**.51**	.00	.45-.57	.51-.51
Visualization (Gv)	389,305	88	.23	.04	**.29**	.00	.27-.30	.29-.29
Closure Speed (Gv)	12,593	7	.33	.10	**.43**	.09	.27-.58	.32-.53
Flexibility of Closure (Gv)	2,716	16	.26	.14	**.30**	.12	.21-.39	.15-.46
Spatial Scanning (Gv)	1,376	9	.33	.11	**.59**	.03	.51-.68	.56-.63
Imagery (Gv)	135	1	.11	--	**.50**	--	.37-.63	--
Visual Memory (Gv)	7,544	9	.23	.05	**.30**	.05	.26-.35	.24-.36
Auditory Processing								
Auditory Processing (Ga)†	4,082	3	.48	.04	**.52**	.04	.47-.57	.47-.57
Phonetic Coding (Ga)	7,044	6	.32	.06	**.36**	.06	.31-.41	.29-.43
Memory for Sound Patterns (Ga)	149	1	.26	--	**.61**	--	.49-.72	--
Maintaining/Judging Rhythm (Ga)	149	1	.17	--	**.54**	--	.42-.66	--
Absolute Pitch (Ga)	149	1	.26	--	**.61**	--	.49-.72	--
Processing Speed								
Processing Speed (Gs)†	7,311	14	.52	.09	**.55**	.07	.50-.60	.47-.64
Perceptual Speed (Gs--PS)	1,820,290	76	.32	.24	**.58**	.17	.53-.63	.36-.80
Scanning (Gs--PS)	360,890	59	.30	.08	**.37**	.09	.32-.41	.24-.49
Pattern Recognition (Gs--PS)	13,039	21	.38	.14	**.52**	.14	.36-.68	.34-.70
Reading Speed (Gs)	2,414	3	.62	.08	**.68**	.09	.58-.79	.57-.80
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,590	3	.41	.11	**.46**	.12	.32-.60	.30-.61
Acquired Knowledge								
Acquired Knowledge†	8,460	9	.41	.10	**.48**	.09	.40-.56	.36-.60
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	346,913	11	.39	.04	**.47**	.04	.44-.50	.42-.51
Mathematics Knowledge (Gq)	1,811,315	56	.57	.22	**.74**	.15	.70-.79	.55-.94
Mathematics Achievement (Gq)	338,856	4	.37	.04	**.46**	.05	.40-.51	.39-.52
Verbal Ability								
Verbal Ability†	930,123	23	.35	.03	**.65**	.00	.64-.66	.65-.65
Reading and Writing								

Reading Comprehension (Grw)	1,636,609	45	.35	.10	**.62**	.06	.60-.65	.55-.69
Reading Decoding (Grw)	7,749	6	.46	.06	**.50**	.06	.45-.56	.42-.58
Reading Speed (Grw)	4,082	3	.63	.04	**.78**	.03	.73-.83	.73-.82
Native Language Usage (Grw)	348,606	20	.39	.02	**.47**	.02	.46-.49	.44-.50
Writing Ability (Grw)	7,899	6	.44	.08	**.48**	.08	.42-.55	.38-.59
Spelling Ability (Grw)	349,707	20	.39	.03	**.53**	.04	.50-.56	.48-.58
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	4,372	4	.42	.03	**.48**	.02	.44-.51	.46-.50
General Verbal Information (Gc)	350,703	26	.37	.02	**.43**	.00	.42-.44	.43-.43
Language Development (Gc)	339,904	8	.33	.02	**.38**	.02	.36-.40	.36-.40
Lexical Knowledge (Gc)	1,661,095	106	.28	.10	**.57**	.06	.56-.59	.50-.65
Communication Ability (Gc)	338,856	4	.42	.00	**.51**	.00	.50-.51	.51-.51
Listening Ability (Gc)	7,428	6	.36	.06	**.41**	.07	.36-.47	.33-.50
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.28	.01	**.44**	.01	.43-.45	.43-.45
Artistic Knowledge (Gkn--A&H)	338,856	4	.27	.00	**.39**	.00	.39-.39	.39-.39
Culinary Knowledge (Gkn--A&H)	338,856	4	.18	.02	**.30**	.03	.27-.33	.27-.34
Literature Knowledge (Gkn--A&H)	338,856	4	.32	.02	**.39**	.02	.36-.42	.36-.42
Humanities Knowledge (Gkn--A&H)	4,082	3	.39	.04	**.57**	.04	.51-.63	.52-.61
Business Knowledge (Gkn)	338,856	4	.29	.02	**.43**	.03	.39-.46	.39-.47
Conventional Knowledge (Gkn)	338,856	4	.24	.01	**.39**	.00	.38-.40	.39-.40
Investigative Knowledge (Gkn)	338,856	4	.21	.01	**.41**	.01	.39-.43	.40-.43
Realistic Knowledge (Gkn)	338,856	4	.25	.01	**.35**	.00	.34-.36	.35-.36
Realistic Knowledge (Applied) (Gkn)	338,856	4	.11	.00	**.21**	.00	.20-.21	.21-.21
General Science Knowledge (Gkn--S)	1,474,901	50	.23	.09	**.52**	.05	.50-.54	.46-.59
Life Sciences Knowledge (Gkn--S)	340,088	16	.23	.01	**.33**	.00	.32-.33	.32-.33
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.33	.02	**.46**	.02	.44-.48	.43-.49
Mechanical Knowledge (Gkn--S)	1,812,008	60	.18	.08	**.41**	.06	.39-.43	.34-.48
Physical Sciences Knowledge (Gkn--S)	338,856	4	.27	.02	**.33**	.02	.31-.35	.30-.36
Phys. Sci. Knowledge (App.) (Gkn--S)	1,809,675	51	.17	.14	**.40**	.11	.37-.44	.27-.54
Social Studies Knowledge (Gkn)	342,938	7	.36	.01	**.41**	.02	.40-.43	.39-.43
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.23	.02	**.35**	.02	.33-.37	.33-.37
Miscellaneous Knowledge (Gkn)	338,856	4	.22	.02	**.24**	.02	.22-.25	.22-.26
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	876	9	.68	.12	**.87**	.06	.82-.92	.80-.95
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.46	--	**.71**	--	.63-.80	--

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct. †=tests classified as direct measure of higher-order construct.

Table 25

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Reaction Time and Decision Speed

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Choice Reaction Time (Gt)								
Fluid Ability								
Induction (Gf)	85	1	.27	--	**.54**	--	.37-.70	--
Quantitative Reasoning (Gf)	85	1	.19	--	**.50**	--	.35-.65	--
Memory								
Memory†	117	1	.21	--	**.42**	--	.27-.57	--
Short Term Memory								
Memory Span (Gsm)	117	1	.12	--	**.13**	--	-.06-.32	--
Long Term Storage—Learning Efficiency								
Free Recall Memory (Glr--LE)	117	1	.19	--	**.40**	--	.25-.55	--
Long Term Storage—Retrieval Fluency								
Associational Fluency (Glr--RF)	117	1	.02	--	**.36**	--	.21-.50	--
Visual Processing								
Visualization (Gv)	85	1	.08	--	**.30**	--	.12-.48	--
Imagery (Gv)	85	1	.26	--	**.62**	--	.46-.77	--
Processing Speed								
Perceptual Speed (Gs--PS)	202	2	.36	.05	**.66**	.00	.62-.71	.66-.66
Scanning (Gs--PS)	85	1	.24	--	**.60**	--	.48-.73	--
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	85	1	.06	--	**.42**	--	.26-.57	--
Comprehension Knowledge								
Lexical Knowledge (Gc)	117	1	.02	--	**.47**	--	.35-.58	--
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	85	1	.14	--	**.40**	--	.23-.58	--
Semantic Processing Speed (Gt)								
Fluid Abililty								
Induction (Gf)	3,869	4	.37	.10	**.49**	.12	.34-.63	.34-.64
General Sequential Reasoning (Gf)	2,956	4	.34	.10	**.42**	.10	.29-.55	.29-.56
Quantitative Reasoning (Gf)	3,637	3	.28	.12	**.32**	.14	.16-.47	.14-.49
Short Term Memory								
Memory Span (Gsm)	3,869	4	.24	.06	**.28**	.05	.21-.36	.22-.35

Working Memory Capacity (Gsm)	3,107	4	.33	.10	**.40**	.11	.27-.53	.26-.53
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	3,204	4	.35	.14	**.39**	.15	.21-.57	.19-.59
Meaningful Memory (Glr--LE)	1,151	3	.27	.06	**.32**	.04	.24-.41	.27-.38
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	2,494	3	.43	.07	**.48**	.07	.39-.57	.39-.57
Visual Processing								
Visualization (Gv)	3,729	4	.35	.09	**.44**	.10	.31-.56	.31-.56
Visual Memory (Gv)	2,927	4	.32	.06	**.41**	.06	.32-.50	.33-.49
Auditory Processing								
Phonetic Coding (Ga)	3,142	4	.30	.09	**.38**	.10	.25-.50	.25-.50
Processing Speed								
Perceptual Speed (Gs--PS)	2,674	4	.55	.08	**.64**	.08	.54-.74	.54-.74
Reading Speed (Gs)	2,414	3	.51	.08	**.57**	.08	.47-.67	.47-.68
Number Facility (Gs)	3,590	3	.41	.11	**.46**	.12	.32-.60	.30-.61
Acquired Knowledge								
Acquired Knowledge†	3,546	3	.33	.12	**.36**	.13	.21-.52	.20-.53
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	3,637	3	.30	.13	**.36**	.15	.19-.54	.17-.55
Reading and Writing								
Reading Comprehension (Grw)	3,637	3	.33	.10	**.39**	.11	.26-.51	.25-.52
Reading Decoding (Grw)	3,545	3	.28	.09	**.32**	.09	.21-.43	.20-.44
Native Language Usage (Grw)	2,726	3	.31	.12	**.39**	.15	.22-.56	.20-.58
Writing Ability (Grw)	3,615	3	.37	.12	**.42**	.13	.27-.57	.25-.59
Spelling Ability (Grw)	3,637	3	.31	.08	**.44**	.11	.31-.56	.30-.57
Comprehension Knowledge								
General Verbal Information (Gc)	3,734	4	.34	.10	**.42**	.00	.27-.56	.42-.42
Lexical Knowledge (Gc)	3,637	3	.32	.13	**.40**	.15	.23-.58	.21-.60
Listening Ability (Gc)	3,346	3	.33	.10	**.38**	.11	.25-.52	.24-.53
Mental Comparison Speed (Gt)								
Processing Speed								
Perceptual Speed (Gs--PS)	34	1	.61	--	**.83**	--	.68-.98	--
Acquired Knowledge								
Acquired Knowledge†	34	1	.15	--	**.59**	--	.36-.81	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	34	1	.08	--	**.39**	--	.13-.65	--

Verbal Ability								
Verbal Ability†	34	1	.10	--	**.47**	--	.23-.71	--
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	34	1	.03	--	**.32**	--	.03-.60	--
Natural Sciences Knowledge (Gkn--S)	34	1	-.02	--	**.07**	--	-1.00-1.00	--
Social Studies Knowledge (Gkn)	34	1	.08	--	**.16**	--	-.52-.84	--

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct. †=tests classified as direct measure of higher-order construct.

Table 26

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Acquired Knowledge (Generic, direct measure)

Constructs	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
General Cognitive Ability								
g†	1,007	12	.62	.19	**.88**	.08	.81-.95	.78-.97
Fluid Ability								
Fluid (Gf)†	1,090	5	.49	.10	**.79**	.00	.73-.85	.79-.79
Induction (Gf)	25,581	21	.62	.12	**.82**	.06	.76-.88	.75-.90
General Sequential Reasoning (Gf)	18,791	7	.47	.12	**.64**	.09	.53-.76	.53-.76
Quantitative Reasoning (Gf)	25,433	17	.52	.09	**.64**	.07	.59-.70	.55-.74
Memory								
Memory†	10,612	1	.66	--	**.72**	--	.69-.75	--
Short Term Memory								
Short Term Memory (Gsm)†	7,499	6	.56	.06	**.62**	.06	.57-.67	.55-.70
Memory Span (Gsm)	4,358	7	.40	.04	**.45**	.00	.43-.47	.45-.45
Working Memory Capacity (Gsm)	2,706	3	.54	.05	**.60**	.05	.53-.67	.53-.67
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	7,499	6	.53	.08	**.57**	.08	.50-.64	.46-.68
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	3,031	3	.50	.08	**.54**	.08	.44-.63	.43-.64
Meaningful Memory (Glr--LE)	1,151	3	.49	.05	**.56**	.03	.49-.63	.52-.60
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	961	2	.02	.01	**.31**	.00	.30-.33	.31-.31
Naming Facility (Glr--RF)	6,576	6	.38	.09	**.41**	.09	.33-.49	.29-.53
Word Fluency (Glr--RF)	1,202	6	.32	.21	**.66**	.00	.53-.79	.66-.66
Visual Processing								
Visual Processing (Gv)†	6,863	6	.39	.07	**.45**	.08	.38-.52	.35-.55
Visualization (Gv)	20,179	15	.36	.11	**.49**	.00	.40-.58	.49-.49
Closure Speed (Gv)	16,192	5	.39	.07	**.57**	.04	.52-.62	.52-.62
Flexibility of Closure (Gv)	2,233	1	.09	--	**.13**	--	.09-.17	--
Imagery (Gv)	334	2	.46	.08	**.84**	.00	.76-.92	.84-.84
Visual Memory (Gv)	2,698	3	.29	.04	**.35**	.03	.29-.40	.31-.38
Auditory Processing								
Auditory Processing (Ga)†	6,490	6	.54	.05	**.58**	.05	.54-.63	.53-.64

Phonetic Coding (Ga)	2,938	3	.51	.07	**.58**	.07	.49-.66	.49-.67
Processing Speed								
Processing Speed (Gs)†	7,675	7	.42	.08	**.45**	.08	.38-.52	.34-.55
Perceptual Speed (Gs--PS)	23,458	15	.31	.09	**.45**	.07	.39-.51	.35-.54
Scanning (Gs--PS)	3,023	9	.06	.11	**.58**	.00	.53-.62	.58-.58
Pattern Recognition (Gs--PS)	335	6	.29	.19	**.67**	.07	.57-.77	.58-.75
Reading Speed (Gs)	2,414	3	.51	.07	**.56**	.07	.48-.64	.47-.64
Number Facility (Gs)	8,460	9	.41	.10	**.48**	.09	.40-.56	.36-.60
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,546	3	.33	.12	**.36**	.13	.21-.52	.20-.53
Mental Comparison Speed (Gt)	34	1	.15	--	**.59**	--	.36-.81	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	13,981	22	.75	.06	**.90**	.00	.87-.93	.90-.90
Mathematics Knowledge (Gq)	2,564	3	.23	.12	**.60**	.00	.51-.69	.60-.60
Verbal Ability								
Verbal Ability†	5,545	21	.82	.07	**1.00**	.00	1.00-1.00	1.00-1.00
Reading and Writing								
Reading Comprehension (Grw)	10,062	10	.61	.08	**.77**	.07	.71-.84	.68-.87
Reading Decoding (Grw)	3,650	3	.61	.05	**.67**	.05	.61-.73	.61-.74
Reading Speed (Grw)	4,509	5	.43	.04	**.56**	.02	.51-.61	.53-.59
Native Language Usage (Grw)	2,726	3	.66	.07	**.80**	.08	.70-.89	.70-.90
Writing Ability (Grw)	3,765	3	.64	.07	**.70**	.07	.61-.78	.60-.79
Spelling Ability (Grw)	3,792	3	.64	.05	**.87**	.04	.80-.94	.81-.93
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	7,295	6	.86	.09	**.91**	.10	.83-.99	.78-1.00
General Verbal Information (Gc)	21,348	16	.68	.14	**.83**	.00	.73-.92	.83-.83
Language Development (Gc)	84	1	.43	--	**.69**	--	.56-.82	--
Lexical Knowledge (Gc)	25,610	19	.67	.12	**.88**	.10	.80-.95	.74-1.00
Listening Ability (Gc)	3,346	3	.69	.03	**.79**	.02	.74-.83	.76-.81
Domain Specific Knowledge								
Arts and Humanities (Gkn--A&H)	153	1	.57	--	**.95**	--	.88-1.00	--
Literature Knowledge (Gkn--A&H)	167	1	.48	--	**.89**	--	.81-.96	--
Foreign Language Proficiency (Gkn)	104	1	.64	--	**.94**	--	.90-.99	--
Occupational Knowledge (Gkn)	48	1	.49	--	**.86**	--	.73-1.00	--
General Science Knowledge (Gkn--S)	2,233	1	.28	--	**.62**	--	.60-.65	--
Life Sciences Knowledge (Gkn--S)	167	1	.47	--	**.77**	--	.68-.85	--

Mechanical Knowledge (Gkn--S)	2,462	3	.28	.09	**.56**	.04	.48-.64	.51-.61
Natural Sciences Knowledge (Gkn--S)	2,225	7	.78	.03	**.78**	.00	.76-.80	.78-.78
Phys. Sci. Knowledge (App.) (Gkn--S)	2,400	2	.15	.17	**.48**	.12	.29-.66	.33-.63
Social Studies Knowledge (Gkn)	2,545	9	.74	.10	**.71**	.00	.66-.76	.71-.71
Cognitive Ability Compounds								
c-Verbal Ability & Memory	224	1	.48	--	**.78**	--	.71-.85	--
c-Acquired Know. & Vis. Process. (Gv)	2,233	1	.08	--	**.11**	--	.08-.15	--
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	335	6	.57	.15	**.88**	.05	.81-.95	.82-.95

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 27

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Quatititative Ability/Knowledge

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Quantitative Ability (Gq)†								
General Cognitive Ability								
g†	1,697	16	.73	.12	**.85**	.06	.81-.90	.78-.93
Fluid Ability								
Fluid (Gf)†	7,030	37	.60	.11	**.78**	.04	.75-.81	.73-.83
Induction (Gf)	350,332	22	.51	.03	**.72**	.00	.70-.75	.72-.72
General Sequential Reasoning (Gf)	7,168	8	.56	.06	**.71**	.04	.65-.77	.65-.76
Quantitative Reasoning (Gf)	8,267	7	.73	.02	**.88**	.00	.86-.90	.88-.88
Short Term Memory								
Short Term Memory (Gsm)†	4,082	3	.57	.03	**.69**	.00	.66-.73	.69-.69
Memory Span (Gsm)	347,383	13	.39	.02	**.49**	.00	.48-.51	.49-.49
Working Memory Capacity (Gsm)	6,957	6	.50	.04	**.61**	.02	.57-.65	.58-.64
Meaningful Memory (Gsm)	338,856	4	.22	.02	**.33**	.03	.29-.36	.29-.36
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	4,082	3	.49	.04	**.59**	.03	.53-.65	.55-.63
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	7,467	7	.44	.07	**.52**	.07	.46-.58	.43-.61
Meaningful Memory (Glr--LE)	1,151	3	.43	.04	**.55**	.00	.49-.61	.55-.55
Ideational Fluency (Glr--RF)	282	1	-.04	--	**.16**	--	.05-.27	--
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.49	.01	**.67**	.00	.66-.69	.67-.67
Naming Facility (Glr--RF)	6,576	6	.25	.06	**.30**	.07	.24-.36	.22-.39
Word Fluency (Glr--RF)	123	1	.33	--	**.57**	--	.43-.71	--
Visual Processing								
Visual Processing (Gv)†	4,082	3	.43	.04	**.55**	.03	.49-.61	.51-.58
Visualization (Gv)	349,301	28	.39	.03	**.53**	.03	.50-.55	.49-.56
Closure Speed (Gv)	362	2	.17	.00	**.32**	.00	.17-.47	.32-.32
Flexibility of Closure (Gv)	123	1	.35	--	**.41**	--	.23-.59	--
Visual Memory (Gv)	7,019	7	.25	.05	**.33**	.04	.29-.38	.28-.39
Auditory Processing								
Auditory Processing (Ga)†	4,082	3	.47	.03	**.55**	.00	.52-.59	.55-.55

Phonetic Coding (Ga)	7,361	7	.44	.05	**.55**	.05	.50-.59	.48-.61
Processing Speed								
Processing Speed (Gs)†	4,082	3	.52	.03	**.62**	.00	.58-.65	.62-.62
Perceptual Speed (Gs--PS)	346,718	16	.17	.04	**.21**	.05	.18-.24	.14-.28
Scanning (Gs--PS)	340,247	16	.15	.06	**.20**	.08	.12-.27	.10-.30
Pattern Recognition (Gs--PS)	1,268	11	.33	.10	**.57**	.00	.52-.61	.57-.57
Reading Speed (Gs)	2,414	3	.45	.09	**.54**	.09	.42-.66	.41-.66
Number Facility (Gs)	346,913	11	.39	.04	**.47**	.04	.44-.50	.42-.51
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,637	3	.30	.13	**.36**	.15	.19-.54	.17-.55
Mental Comparison Speed (Gt)	34	1	.08	--	**.39**	--	.13-.65	--
Acquired Knowledge								
Acquired Knowledge†	13,981	22	.75	.06	**.90**	.00	.87-.93	.90-.90
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	338,986	6	.77	.09	**.99**	.09	.87-1.00	.87-1.00
Mathematics Achievement (Gq)	338,856	4	.84	.05	**1.00**	.00	1.00-1.00	1.00-1.00
Verbal Ability								
Verbal Ability†	291,463	127	.60	.10	**.78**	.03	.77-.80	.74-.83
Reading and Writing								
Reading Comprehension (Grw)	507,966	12	.61	.01	**.77**	.00	.76-.78	.77-.77
Reading Decoding (Grw)	8,134	7	.55	.04	**.66**	.03	.62-.70	.63-.70
Reading Speed (Grw)	4,082	3	.56	.03	**.75**	.00	.70-.81	.75-.75
Native Language Usage (Grw)	345,794	12	.49	.03	**.66**	.00	.64-.68	.66-.66
Writing Ability (Grw)	8,178	7	.51	.08	**.62**	.09	.55-.69	.51-.73
Spelling Ability (Grw)	347,046	12	.41	.05	**.61**	.06	.57-.66	.54-.69
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	4,082	3	.63	.02	**.73**	.00	.71-.76	.73-.73
General Verbal Information (Gc)	346,693	12	.57	.02	**.73**	.00	.72-.74	.73-.73
Language Development (Gc)	339,063	6	.43	.03	**.54**	.02	.51-.58	.52-.57
Lexical Knowledge (Gc)	347,350	14	.57	.02	**.76**	.00	.75-.77	.76-.76
Communication Ability (Gc)	338,856	4	.48	.02	**.64**	.00	.61-.66	.64-.64
Listening Ability (Gc)	7,428	6	.59	.03	**.74**	.00	.71-.77	.74-.74
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.48	.02	**.82**	.00	.78-.85	.82-.82
Artistic Knowledge (Gkn--A&H)	338,856	4	.39	.02	**.62**	.00	.60-.65	.62-.62
Culinary Knowledge (Gkn--A&H)	338,856	4	.29	.01	**.53**	.00	.52-.55	.53-.53

Literature Knowledge (Gkn--A&H)	338,856	4	.55	.03	**.75**	.00	.71-.78	.75-.75
Humanities Knowledge (Gkn--A&H)	4,082	3	.62	.03	**.98**	.00	.93-1.00	.98-.98
Business Knowledge (Gkn)	338,856	4	.43	.01	**.69**	.00	.67-.70	.69-.69
Conventional Knowledge (Gkn)	338,856	4	.28	.04	**.50**	.07	.42-.58	.41-.59
Foreign Language Proficiency (Gkn)	1,560	4	.35	.25	**.62**	.00	.50-.73	.62-.62
Investigative Knowledge (Gkn)	338,856	4	.38	.01	**.81**	.00	.78-.84	.81-.81
Occupational Knowledge (Gkn)	48	1	.29	--	**.58**	--	.39-.77	--
Realistic Knowledge (Gkn)	338,856	4	.41	.01	**.62**	.00	.61-.63	.62-.62
Realistic Knowledge (Applied) (Gkn)	338,856	4	.23	.02	**.47**	.02	.44-.51	.45-.49
General Science Knowledge (Gkn--S)	37,754	4	.72	.01	**.90**	.00	.89-.91	.90-.90
Life Sciences Knowledge (Gkn--S)	338,856	4	.46	.03	**.72**	.03	.67-.78	.69-.76
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.41	.03	**.63**	.03	.58-.68	.59-.67
Mechanical Knowledge (Gkn--S)	340,066	9	.38	.02	**.62**	.00	.59-.65	.62-.62
Natural Sciences Knowledge (Gkn--S)	20,607	9	.60	.07	**.67**	.00	.62-.71	.67-.67
Physical Sciences Knowledge (Gkn--S)	338,856	4	.60	.08	**.80**	.09	.70-.91	.68-.92
Physical Sciences Knowledge (Gkn--S)	338,856	4	.40	.04	**.66**	.03	.60-.73	.62-.71
Social Studies Knowledge (Gkn)	363,545	16	.58	.03	**.73**	.00	.71-.75	.73-.73
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.43	.03	**.72**	.00	.67-.77	.72-.72
Miscellaneous Knowledge (Gkn)	338,856	4	.39	.02	**.46**	.01	.43-.49	.45-.48
Cognitive Ability Compounds								
c-Verbal Ability & Memory	359	2	.44	.08	**.64**	.00	.55-.73	.64-.64
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	1,268	11	.73	.09	**.86**	.00	.82-.89	.86-.86
Mathematics Knowledge (Gq)								
General Cognitive Ability								
g†	6,597	32	.67	.10	**.83**	.05	.80-.85	.77-.89
Fluid Ability								
Fluid (Gf)†	941	10	.52	.15	**.74**	.06	.67-.81	.67-.81
Induction (Gf)	388,972	47	.50	.05	**.69**	.00	.67-.70	.69-.69
General Sequential Reasoning (Gf)	3,084	4	.22	.07	**.54**	.00	.46-.62	.54-.54
Quantitative Reasoning (Gf)	1,951,482	79	.69	.05	**.86**	.02	.85-.86	.83-.89
Short Term Memory								
Memory Span (Gsm)	339,540	8	.38	.02	**.47**	.01	.45-.50	.46-.49
Working Memory Capacity (Gsm)	10,963	1	.61	--	**.73**	--	.70-.75	--
Meaningful Memory (Gsm)	338,856	4	.20	.02	**.29**	.03	.26-.32	.25-.32
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	684	4	.41	.08	**.51**	.00	.46-.56	.51-.51

Meaningful Memory (Glr--LE)	108	2	.31	.02	**.48**	.00	.45-.51	.48-.48
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	783	3	.28	.01	**.43**	.00	.38-.47	.43-.43
Associational Fluency (Glr--RF)	437	2	.40	.00	**.64**	.00	.50-.79	.64-.64
Expressional Fluency (Glr--RF)	230	1	.52	--	**.70**	--	.47-.92	--
Originality/Creativity (Glr--RF)	338,856	4	.51	.01	**.68**	.00	.66-.69	.68-.68
Naming Facility (Glr--RF)	230	1	.46	--	**.54**	--	.38-.70	--
Word Fluency (Glr--RF)	365	2	.40	.00	**.62**	.00	.42-.81	.62-.62
Figural Fluency (Glr--RF)	230	1	.22	--	**.29**	--	.13-.45	--
Visual Processing								
Visual Processing (Gv)†	1,471	2	.43	.07	**.65**	.00	.57-.73	.65-.65
Visualization (Gv)	405,001	58	.40	.04	**.53**	.00	.50-.55	.53-.53
Closure Speed (Gv)	452,739	14	.44	.03	**.69**	.00	.67-.70	.69-.69
Flexibility of Closure (Gv)	35,785	14	.41	.04	**.46**	.00	.43-.48	.46-.46
Spatial Scanning (Gv)	230	1	.38	--	**.50**	--	.30-.70	--
Imagery (Gv)	725	5	.33	.12	**.64**	.05	.56-.73	.58-.71
Visual Memory (Gv)	230	1	.50	--	**.66**	--	.41-.91	--
Processing Speed								
Processing Speed (Gs)†	346	1	.41	--	**.48**	--	.38-.58	--
Perceptual Speed (Gs--PS)	1,812,078	54	.32	.06	**.55**	.02	.53-.57	.52-.58
Scanning (Gs--PS)	380,514	44	.15	.06	**.22**	.06	.16-.27	.14-.29
Pattern Recognition (Gs--PS)	1,782	15	.30	.14	**.58**	.06	.53-.64	.51-.66
Number Facility (Gs)	1,811,315	56	.57	.22	**.74**	.15	.70-.79	.55-.94
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	85	1	.06	--	**.42**	--	.26-.57	--
Acquired Knowledge								
Acquired Knowledge†	2,564	3	.23	.12	**.60**	.00	.51-.69	.60-.60
Quantitative Ability								
Quantitative Ability (Gq)†	338,986	6	.77	.09	**.99**	.09	.87-1.00	.87-1.00
Mathematics Achievement (Gq)	338,856	4	.69	.09	**.91**	.11	.79-1.00	.77-1.00
Verbal Ability								
Verbal Ability†	930,227	23	.53	.02	**.75**	.00	.75-.76	.75-.75
Reading and Writing								
Reading Comprehension (Grw)	2,090,938	58	.48	.08	**.72**	.02	.71-.74	.70-.74
Native Language Usage (Grw)	341,855	14	.46	.02	**.61**	.00	.58-.64	.61-.61
Spelling Ability (Grw)	341,855	14	.38	.05	**.56**	.05	.50-.63	.49-.63

Comprehension Knowledge								
Comprehension Knowledge (Gc)†	108	2	.48	.21	**.75**	.11	.55-.94	.61-.89
General Verbal Information (Gc)	344,695	20	.63	.02	**.79**	.00	.78-.80	.79-.79
Language Development (Gc)	338,856	4	.44	.03	**.55**	.03	.51-.59	.51-.59
Lexical Knowledge (Gc)	2,110,269	76	.47	.09	**.71**	.02	.70-.73	.69-.74
Communication Ability (Gc)	338,856	4	.45	.02	**.59**	.00	.56-.61	.59-.59
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.52	.02	**.87**	.00	.84-.90	.87-.87
Artistic Knowledge (Gkn--A&H)	338,856	4	.43	.02	**.66**	.00	.62-.69	.66-.66
Culinary Knowledge (Gkn--A&H)	338,856	4	.32	.01	**.58**	.00	.56-.61	.58-.58
Literature Knowledge (Gkn--A&H)	338,856	4	.61	.02	**.81**	.00	.78-.84	.81-.81
Business Knowledge (Gkn)	338,856	4	.45	.02	**.72**	.00	.69-.75	.72-.72
Conventional Knowledge (Gkn)	338,856	4	.28	.04	**.49**	.07	.42-.57	.40-.59
Investigative Knowledge (Gkn)	338,856	4	.40	.01	**.85**	.00	.83-.86	.85-.85
Realistic Knowledge (Gkn)	338,856	4	.45	.01	**.67**	.00	.66-.69	.67-.67
Realistic Knowledge (Applied) (Gkn)	338,856	4	.27	.01	**.54**	.00	.52-.57	.54-.54
General Science Knowledge (Gkn--S)	1,935,830	65	.51	.08	**.73**	.05	.71-.75	.66-.80
Life Sciences Knowledge (Gkn--S)	340,088	16	.53	.02	**.81**	.00	.77-.85	.81-.81
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.44	.04	**.66**	.04	.60-.71	.60-.71
Mechanical Knowledge (Gkn--S)	2,264,865	75	.46	.07	**.66**	.05	.64-.69	.60-.73
Physical Sciences Knowledge (Gkn--S)	338,856	4	.68	.07	**.89**	.08	.80-.98	.79-.99
Phys. Sci. Knowledge (App.) (Gkn--S)	2,275,501	70	.30	.08	**.54**	.04	.52-.56	.49-.60
Social Studies Knowledge (Gkn)	338,856	4	.64	.01	**.80**	.00	.79-.82	.80-.80
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.48	.02	**.79**	.00	.75-.83	.79-.79
Miscellaneous Knowledge (Gkn)	338,856	4	.43	.02	**.51**	.01	.48-.53	.49-.52
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	35,240	10	.40	.06	**.40**	.04	.36-.43	.34-.45
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	1,165	9	.64	.07	**.83**	.00	.80-.85	.83-.83
Mathematics Achievement (Gq)								
General Cognitive Ability								
g†	94	1	.67	--	**.83**	--	.75-.91	--
Fluid Ability								
Induction (Gf)	338,919	5	.50	.03	**.72**	.01	.68-.77	.71-.74
Short Term Memory								
Memory Span (Gsm)	338,856	4	.37	.01	**.48**	.00	.46-.50	.48-.48
Meaningful Memory (Gsm)	338,856	4	.22	.01	**.33**	.01	.32-.35	.32-.35

Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	94	1	.09	--	**.30**	--	.11-.49	--
Expressional Fluency (Glr--RF)	94	1	.25	--	**.52**	--	.36-.68	--
Originality/Creativity (Glr--RF)	338,856	4	.49	.03	**.68**	.03	.64-.72	.65-.72
Visual Processing								
Visualization (Gv)	338,856	4	.38	.03	**.52**	.04	.48-.57	.47-.57
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.15	.01	**.20**	.01	.18-.21	.18-.21
Scanning (Gs--PS)	338,856	4	.14	.05	**.19**	.07	.13-.26	.11-.28
Number Facility (Gs)	338,856	4	.37	.04	**.46**	.05	.40-.51	.39-.52
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.84	.05	**1.00**	.00	1.00-1.00	1.00-1.00
Mathematics Knowledge (Gq)	338,856	4	.69	.09	**.91**	.11	.79-1.00	.77-1.00
Verbal Ability								
Verbal Ability†	1,332	16	.42	.16	**.67**	.07	.61-.73	.58-.76
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.59	.02	**.75**	.00	.72-.78	.75-.75
Native Language Usage (Grw)	338,856	4	.47	.02	**.65**	.00	.63-.67	.65-.65
Spelling Ability (Grw)	338,856	4	.38	.02	**.58**	.00	.55-.62	.58-.58
Comprehension Knowledge								
General Verbal Information (Gc)	339,232	7	.56	.03	**.73**	.01	.69-.76	.71-.74
Language Development (Gc)	338,856	4	.41	.01	**.54**	.00	.52-.55	.54-.54
Lexical Knowledge (Gc)	338,856	4	.56	.03	**.77**	.01	.73-.81	.76-.78
Communication Ability (Gc)	338,856	4	.47	.01	**.64**	.00	.62-.66	.64-.64
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.46	.03	**.80**	.05	.74-.86	.74-.86
Artistic Knowledge (Gkn--A&H)	338,856	4	.38	.01	**.62**	.00	.60-.63	.62-.62
Culinary Knowledge (Gkn--A&H)	338,856	4	.28	.02	**.53**	.00	.50-.56	.53-.53
Literature Knowledge (Gkn--A&H)	338,856	4	.52	.04	**.73**	.04	.67-.79	.67-.79
Business Knowledge (Gkn)	338,856	4	.43	.02	**.72**	.00	.68-.76	.72-.72
Conventional Knowledge (Gkn)	338,856	4	.28	.02	**.51**	.04	.47-.56	.46-.56
Investigative Knowledge (Gkn)	338,856	4	.35	.02	**.77**	.00	.73-.81	.77-.77
Realistic Knowledge (Gkn)	338,856	4	.40	.02	**.63**	.00	.60-.65	.63-.63
Realistic Knowledge (Applied) (Gkn)	338,856	4	.23	.02	**.49**	.04	.44-.53	.44-.54
General Science Knowledge (Gkn--S)	1,238	15	.53	.11	**.74**	.05	.70-.79	.68-.81
Life Sciences Knowledge (Gkn--S)	338,856	4	.45	.04	**.73**	.06	.66-.79	.65-.80

Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.41	.01	**.64**	.00	.62-.66	.64-.64
Mechanical Knowledge (Gkn--S)	338,856	4	.37	.03	**.63**	.00	.59-.68	.63-.63
Physical Sciences Knowledge (Gkn--S)	338,856	4	.57	.08	**.78**	.10	.67-.89	.65-.91
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.39	.04	**.66**	.05	.59-.73	.60-.72
Social Studies Knowledge (Gkn)	338,856	4	.56	.04	**.74**	.03	.69-.78	.69-.78
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.41	.04	**.71**	.05	.65-.78	.65-.78
Miscellaneous Knowledge (Gkn)	338,856	4	.38	.04	**.46**	.04	.42-.51	.41-.51

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 28

Meta-Analytic Correlations betweenNarrow Cognitive Ability Test Domains for Verbal Ability (overall—Gc and Grw, direct measure)

Constructs	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
General Cognitive Ability								
g†	11,713	51	.69	.09	**.86**	.02	.84-.88	.83-.89
Fluid Ability								
Fluid (Gf)†	12,177	47	.53	.13	**.76**	.00	.73-.79	.75-.76
Induction (Gf)	5,584	29	.38	.20	**.63**	.11	.56-.69	.49-.76
General Sequential Reasoning (Gf)	903	5	.50	.25	**.78**	.16	.62-.95	.58-.98
Quantitative Reasoning (Gf)	934,903	23	.62	.01	**.82**	.00	.81-.82	.82-.82
Short Term Memory								
Memory Span (Gsm)	559	6	.28	.13	**.29**	.02	.19-.39	.26-.32
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	283	3	.26	.07	**.47**	.00	.40-.53	.47-.47
Meaningful Memory (Glr--LE)	108	2	.26	.12	**.45**	.00	.31-.59	.45-.45
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	551	3	.10	.05	**.33**	.00	.28-.37	.33-.33
Associational Fluency (Glr--RF)	33	1	.39	--	**.65**	--	.41-.90	--
Expressional Fluency (Glr--RF)	94	1	.21	--	**.51**	--	.35-.67	--
Naming Facility (Glr--RF)	537	3	.24	.30	**.53**	.17	.25-.80	.31-.74
Word Fluency (Glr--RF)	123	1	.46	--	**.72**	--	.60-.83	--
Visual Processing								
Visualization (Gv)	48,310	53	.40	.06	**.54**	.00	.53-.56	.54-.54
Closure Speed (Gv)	676	6	.22	.14	**.55**	.02	.47-.63	.53-.58
Flexibility of Closure (Gv)	550	4	.25	.12	**.29**	.09	.16-.41	.18-.39
Spatial Scanning (Gv)	207	1	.29	--	**.60**	--	.51-.69	--
Auditory Processing								
Memory for Sound Patterns (Ga)	2,968	2	.33	.08	**.66**	.00	.57-.74	.66-.66
Absolute Pitch (Ga)	319	1	.28	--	**.62**	--	.54-.70	--
Processing Speed								
Processing Speed (Gs)†	351	2	.06	.12	**.08**	.08	-.08-.24	-.02-.18
Perceptual Speed (Gs--PS)	932,026	37	.36	.02	**.66**	.00	.65-.66	.66-.66
Scanning (Gs--PS)	45,264	34	.52	.04	**.72**	.00	.71-.73	.72-.72
Pattern Recognition (Gs--PS)	44,752	30	.39	.04	**.56**	.00	.55-.57	.56-.56

Number Facility (Gs)	930,123	23	.35	.03	**.65**	.00	.64-.66	.65-.65
Reaction Time and Decision Speed								
Mental Comparison Speed (Gt)	34	1	.10	--	**.47**	--	.23-.71	--
Acquired Knowledge								
Acquired Knowledge†	5,545	21	.82	.07	**1.00**	.00	1.00-1.00	1.00-1.00
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	291,463	127	.60	.10	**.78**	.03	.77-.80	.74-.83
Mathematics Knowledge (Gq)	930,227	23	.53	.02	**.75**	.00	.75-.76	.75-.75
Mathematics Achievement (Gq)	1,332	16	.42	.16	**.67**	.07	.61-.73	.58-.76
Reading and Writing								
Reading Comprehension (Grw)	750,501	18	.86	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Reading Decoding (Grw)	154	1	.23	--	**.59**	--	.48-.69	--
Reading Speed (Grw)	126	2	.52	.14	**.79**	.03	.66-.92	.76-.83
Native Language Usage (Grw)	1,136	13	.65	.07	**.76**	.00	.73-.80	.76-.76
Writing Ability (Grw)	392	3	.66	.05	**.88**	.00	.85-.92	.88-.88
Spelling Ability (Grw)	1,786	19	.61	.11	**.56**	.00	.52-.60	.56-.56
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	108	2	.73	.03	**.94**	.00	.90-.97	.94-.94
General Verbal Information (Gc)	652	6	.61	.10	**.78**	.00	.71-.85	.78-.78
Language Development (Gc)	591	4	.49	.11	**.69**	.06	.61-.77	.62-.76
Lexical Knowledge (Gc)	750,874	20	.97	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Domain Specific Knowledge								
Foreign Language Proficiency (Gkn)	1,560	4	.60	.14	**.82**	.00	.76-.88	.82-.82
Occupational Knowledge (Gkn)	48	1	.41	--	**.73**	--	.58-.89	--
Occupational Know.--Military (Gkn)	255	1	.42	--	**.71**	--	.65-.78	--
General Science Knowledge (Gkn--S)	931,412	29	.74	.03	**.91**	.00	.91-.92	.91-.91
Mechanical Knowledge (Gkn--S)	932,639	35	.57	.02	**.75**	.00	.75-.76	.75-.75
Natural Sciences Knowledge (Gkn--S)	20,719	11	.64	.06	**.67**	.00	.64-.71	.67-.67
Phys. Sci. Knowledge (App.) (Gkn--S)	928,931	12	.49	.02	**.70**	.00	.69-.71	.70-.70
Social Studies Knowledge (Gkn)	20,719	11	.68	.06	**.67**	.00	.64-.71	.67-.67
Cogntive Ability Compounds								
c-Verbal Ability & Memory	1,654	4	.49	.06	**.72**	.00	.67-.77	.72-.72
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	48,439	35	.59	.05	**.76**	.00	.75-.77	.76-.76

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence

interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 29

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Reading and Writing

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Reading Comprehension (Grw)								
General Cognitve Ability								
g†	3,962	16	.67	.11	**.87**	.04	.83-.91	.81-.93
Fluid Ability								
Fluid (Gf)†	771	5	.45	.10	**.73**	.00	.66-.79	.73-.73
Induction (Gf)	376,756	35	.57	.04	**.76**	.00	.74-.77	.76-.76
General Sequential Reasoning (Gf)	10,034	11	.38	.10	**.55**	.08	.47-.63	.45-.66
Quantitative Reasoning (Gf)	1,764,070	67	.53	.09	**.77**	.05	.75-.78	.70-.83
Short Term Memory								
Short Term Memory (Gsm)†	6,660	6	.53	.04	**.62**	.03	.58-.65	.57-.66
Memory Span (Gsm)	348,053	14	.47	.02	**.56**	.02	.55-.57	.54-.58
Working Memory Capacity (Gsm)	17,733	7	.47	.06	**.54**	.07	.48-.59	.45-.63
Meaningful Memory (Gsm)	338,856	4	.31	.03	**.43**	.05	.39-.48	.37-.49
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	6,660	6	.51	.06	**.59**	.07	.53-.64	.50-.67
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	8,260	11	.41	.07	**.47**	.07	.41-.52	.37-.56
Meaningful Memory (Glr--LE)	1,151	3	.37	.06	**.44**	.04	.37-.52	.40-.49
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	576	2	.38	.15	**.49**	.15	.21-.76	.29-.68
Associational Fluency (Glr--RF)	230	1	.57	--	**.73**	--	.43-1.00	--
Expressional Fluency (Glr--RF)	230	1	.56	--	**.72**	--	.44-1.00	--
Originality/Creativity (Glr--RF)	338,856	4	.61	.00	**.79**	.00	.79-.80	.79-.79
Naming Facility (Glr--RF)	6,806	7	.34	.05	**.38**	.05	.34-.43	.32-.44
Word Fluency (Glr--RF)	792	4	.43	.21	**.68**	.00	.42-.94	.68-.68
Figural Fluency (Glr--RF)	230	1	.23	--	**.30**	--	.14-.46	--
Visual Processing								
Visual Processing (Gv)†	8,378	11	.40	.09	**.52**	.04	.46-.58	.47-.58
Visualization (Gv)	390,879	43	.37	.04	**.48**	.00	.47-.49	.48-.48
Closure Speed (Gv)	452,870	13	.37	.03	**.68**	.00	.66-.70	.68-.68
Flexibility of Closure (Gv)	23,060	11	.34	.05	**.38**	.03	.35-.42	.34-.42

Spatial Scanning (Gv)	401	3	.25	.04	**.44**	.00	.39-.49	.44-.44
Imagery (Gv)	334	2	.51	.12	**.84**	.07	.71-.96	.75-.92
Visual Memory (Gv)	7,350	9	.26	.06	**.33**	.07	.28-.39	.25-.42
Auditory Processing								
Auditory Processing (Ga)†	6,332	6	.53	.05	**.60**	.05	.55-.64	.54-.66
Phonetic Coding (Ga)	7,376	7	.50	.06	**.60**	.06	.54-.65	.51-.68
Processing Speed								
Processing Speed (Gs)†	7,006	7	.41	.07	**.46**	.08	.40-.52	.36-.56
Perceptual Speed (Gs--PS)	1,637,491	45	.31	.09	**.58**	.05	.55-.61	.51-.65
Scanning (Gs--PS)	363,996	27	.22	.07	**.29**	.08	.22-.37	.18-.40
Pattern Recognition (Gs--PS)	969	9	.38	.19	**.68**	.10	.60-.77	.55-.82
Reading Speed (Gs)	2,414	3	.51	.06	**.58**	.06	.51-.66	.50-.67
Number Facility (Gs)	1,636,609	45	.35	.10	**.62**	.06	.60-.65	.55-.69
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,637	3	.33	.10	**.39**	.11	.26-.51	.25-.52
Acquired Knowledge								
Acquired Knowledge†	10,062	10	.61	.08	**.77**	.07	.71-.84	.68-.87
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	507,966	12	.61	.01	**.77**	.00	.76-.78	.77-.77
Mathematics Knowledge (Gq)	2,090,938	58	.48	.08	**.72**	.02	.71-.74	.70-.74
Mathematics Achievement (Gq)	338,856	4	.59	.02	**.75**	.00	.72-.78	.75-.75
Verbal Ability								
Verbal Ability†	750,501	18	.86	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Reading and Writing								
Reading Decoding (Grw)	8,208	7	.64	.07	**.74**	.08	.68-.80	.64-.84
Reading Speed (Grw)	5,129	9	.58	.05	**.79**	.03	.74-.84	.75-.82
Native Language Usage (Grw)	347,883	12	.58	.02	**.73**	.02	.72-.75	.71-.76
Writing Ability (Grw)	8,178	7	.65	.07	**.74**	.07	.68-.80	.65-.83
Spelling Ability (Grw)	349,435	13	.51	.03	**.73**	.04	.70-.76	.68-.77
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	6,660	6	.73	.08	**.80**	.09	.73-.88	.69-.92
General Verbal Information (Gc)	349,146	13	.70	.02	**.85**	.00	.84-.86	.85-.85
Language Development (Gc)	338,856	4	.59	.01	**.71**	.01	.69-.72	.69-.72
Lexical Knowledge (Gc)	2,104,592	76	.67	.08	**.90**	.04	.88-.91	.84-.95
Communication Ability (Gc)	338,856	4	.63	.01	**.80**	.01	.79-.81	.78-.81
Listening Ability (Gc)	7,428	6	.65	.03	**.77**	.03	.74-.80	.74-.81

Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.57	.00	**.92**	.00	.91-.93	.92-.92
Artistic Knowledge (Gkn--A&H)	338,856	4	.55	.00	**.82**	.00	.82-.82	.82-.82
Culinary Knowledge (Gkn--A&H)	338,856	4	.40	.02	**.69**	.00	.66-.72	.69-.69
Literature Knowledge (Gkn--A&H)	338,856	4	.71	.02	**.92**	.00	.89-.94	.92-.92
Humanities Knowledge (Gkn--A&H)	4,082	3	.53	.07	**.80**	.10	.68-.93	.68-.93
Business Knowledge (Gkn)	338,856	4	.56	.01	**.86**	.00	.84-.88	.86-.86
Conventional Knowledge (Gkn)	338,856	4	.41	.02	**.71**	.03	.67-.74	.66-.75
Investigative Knowledge (Gkn)	338,856	4	.37	.03	**.75**	.04	.70-.81	.71-.80
Realistic Knowledge (Gkn)	338,856	4	.47	.02	**.68**	.03	.64-.71	.64-.71
Realistic Knowledge (Applied) (Gkn)	338,856	4	.25	.01	**.49**	.02	.48-.51	.47-.52
General Science Knowledge (Gkn--S)	1,744,594	50	.57	.07	**.81**	.04	.79-.82	.75-.86
Life Sciences Knowledge (Gkn--S)	338,856	4	.56	.01	**.83**	.00	.82-.84	.83-.83
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.60	.02	**.87**	.03	.83-.90	.83-.91
Mechanical Knowledge (Gkn--S)	2,080,673	53	.45	.06	**.67**	.04	.65-.69	.62-.73
Physical Sciences Knowledge (Gkn--S)	338,856	4	.59	.01	**.75**	.00	.74-.76	.75-.75
Phys. Sci. Knowledge (App.) (Gkn--S)	2,079,792	52	.38	.06	**.62**	.03	.61-.64	.59-.66
Social Studies Knowledge (Gkn)	342,938	7	.71	.02	**.86**	.02	.84-.87	.83-.89
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.55	.02	**.87**	.00	.84-.90	.87-.87
Miscellaneous Knowledge (Gkn)	338,856	4	.49	.02	**.55**	.02	.53-.57	.52-.57
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	22,729	9	.37	.06	**.36**	.04	.32-.40	.30-.42
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	2,088	10	.42	.15	**.74**	.07	.69-.80	.65-.83
Reading Decoding (Grw)								
Fluid Ability								
Induction (Gf)	8,114	7	.42	.07	**.55**	.08	.48-.62	.44-.66
General Sequential Reasoning (Gf)	7,045	7	.38	.10	**.45**	.11	.36-.54	.30-.60
Quantitative Reasoning (Gf)	8,048	7	.51	.06	**.56**	.07	.51-.62	.48-.65
Short Term Memory								
Memory Span (Gsm)	8,113	7	.41	.06	**.49**	.06	.43-.54	.41-.56
Working Memory Capacity (Gsm)	6,920	6	.42	.08	**.48**	.08	.41-.55	.37-.58
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	7,372	7	.36	.09	**.39**	.09	.32-.46	.28-.50
Meaningful Memory (Glr--LE)	1,151	3	.33	.02	**.38**	.00	.36-.40	.38-.38
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	6,576	6	.30	.05	**.33**	.05	.29-.37	.27-.39

Visual Processing								
Visualization (Gv)	7,516	6	.39	.03	**.48**	.02	.45-.51	.45-.50
Closure Speed (Gv)	239	1	.27	--	**.33**	--	.18-.47	--
Visual Memory (Gv)	7,019	7	.27	.06	**.33**	.06	.27-.38	.25-.41
Auditory Processing								
Phonetic Coding (Ga)	7,254	7	.48	.05	**.56**	.05	.52-.60	.50-.61
Processing Speed								
Perceptual Speed (Gs--PS)	6,851	7	.35	.07	**.40**	.08	.34-.46	.30-.50
Reading Speed (Gs)	2,414	3	.53	.05	**.59**	.05	.53-.66	.53-.66
Number Facility (Gs)	7,749	6	.46	.06	**.50**	.06	.45-.56	.42-.58
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,545	3	.28	.09	**.32**	.09	.21-.43	.20-.44
Acquired Knowledge								
Acquired Knowledge†	3,650	3	.61	.05	**.67**	.05	.61-.73	.61-.74
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	8,134	7	.55	.04	**.66**	.03	.62-.70	.63-.70
Verbal Ability								
Verbal Ability†	154	1	.23	--	**.59**	--	.48-.69	--
Reading and Writing								
Reading Comprehension (Grw)	8,208	7	.64	.07	**.74**	.08	.68-.80	.64-.84
Native Language Usage (Grw)	6,808	6	.64	.04	**.79**	.05	.75-.83	.73-.85
Writing Ability (Grw)	8,003	7	.61	.05	**.68**	.05	.64-.72	.62-.74
Spelling Ability (Grw)	8,079	8	.72	.04	**.99**	.03	.94-1.00	.95-1.00
Comprehension Knowledge								
General Verbal Information (Gc)	7,567	6	.54	.11	**.64**	.13	.53-.74	.47-.80
Lexical Knowledge (Gc)	8,295	9	.54	.04	**.68**	.04	.64-.72	.63-.73
Listening Ability (Gc)	7,409	6	.55	.05	**.64**	.05	.59-.68	.57-.70
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.51	.06	**.74**	.07	.65-.84	.65-.83
General Science Knowledge (Gkn--S)	4,082	3	.53	.03	**.75**	.04	.70-.81	.71-.80
Social Studies Knowledge (Gkn)	4,082	3	.57	.04	**.67**	.04	.62-.72	.62-.71
Reading Speed (Grw)								
General Cognitive Ability								
g†	558	4	.46	.15	**.73**	.04	.63-.83	.69-.78
Fluid Ability								
Fluid (Gf)†	228	1	.11	--	**.47**	--	.38-.57	--

Induction (Gf)	4,509	5	.48	.05	**.71**	.00	.65-.77	.71-.71
Quantitative Reasoning (Gf)	4,509	5	.44	.05	**.57**	.04	.50-.64	.51-.63
Short Term Memory								
Short Term Memory (Gsm)†	4,082	3	.44	.05	**.55**	.05	.48-.62	.49-.62
Memory Span (Gsm)	228	1	.06	--	**.08**	--	-.09-.25	--
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	4,082	3	.36	.06	**.44**	.06	.36-.52	.36-.52
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	4,082	3	.48	.04	**.59**	.04	.53-.64	.54-.64
Word Fluency (Glr--RF)	427	2	.23	.14	**.56**	.00	.40-.71	.56-.56
Visual Processing								
Visual Processing (Gv)†	4,082	3	.30	.06	**.38**	.06	.30-.46	.30-.46
Visualization (Gv)	360	3	.56	.34	**.72**	.23	.39-1.00	.42-1.00
Imagery (Gv)	199	1	.28	--	**.66**	--	.56-.76	--
Auditory Processing								
Auditory Processing (Ga)†	4,082	3	.42	.06	**.51**	.06	.44-.59	.43-.59
Processing Speed								
Processing Speed (Gs)†	4,082	3	.65	.01	**.79**	.00	.77-.81	.79-.79
Perceptual Speed (Gs--PS)	4,082	3	.73	.02	**.94**	.00	.91-.97	.94-.94
Scanning (Gs--PS)	126	2	.28	.02	**.66**	.00	.64-.68	.66-.66
Pattern Recognition (Gs--PS)	126	2	.13	.10	**.51**	.00	.41-.61	.51-.51
Number Facility (Gs)	4,082	3	.63	.04	**.78**	.03	.73-.83	.73-.82
Acquired Knowledge								
Acquired Knowledge†	4,509	5	.43	.04	**.56**	.02	.51-.61	.53-.59
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.56	.03	**.75**	.00	.70-.81	.75-.75
Verbal Ability								
Verbal Ability†	126	2	.52	.14	**.79**	.03	.66-.92	.76-.83
Reading and Writing								
Reading Comprehension (Grw)	5,129	9	.58	.05	**.79**	.03	.74-.84	.75-.82
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	4,082	3	.50	.04	**.60**	.03	.55-.65	.56-.64
General Verbal Information (Gc)	427	2	.31	.05	**.53**	.00	.47-.59	.53-.53
Lexical Knowledge (Gc)	4,853	8	.47	.06	**.70**	.02	.64-.75	.66-.73
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	234	1	.20	--	**.47**	--	.37-.57	--

Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	1,133	2	.37	.08	**.71**	.00	.64-.78	.71-.71
Native Language Usage (Grw)								
General Cognitive Ability								
g†	4,212	26	.71	.07	**.78**	.00	.75-.80	.78-.78
Fluid Ability								
Fluid (Gf)†	495	7	.56	.10	**.69**	.00	.62-.76	.69-.69
Induction (Gf)	348,771	22	.44	.02	**.63**	.00	.61-.64	.63-.63
General Sequential Reasoning (Gf)	6,912	7	.43	.08	**.56**	.09	.47-.64	.44-.67
Quantitative Reasoning (Gf)	9,642	14	.58	.06	**.70**	.06	.65-.76	.63-.77
Short Term Memory								
Memory Span (Gsm)	345,772	12	.40	.01	**.52**	.00	.51-.52	.52-.52
Working Memory Capacity (Gsm)	6,527	6	.49	.05	**.60**	.06	.55-.66	.53-.68
Meaningful Memory (Gsm)	338,856	4	.27	.02	**.40**	.03	.37-.43	.36-.44
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	6,706	8	.28	.13	**.34**	.15	.22-.47	.15-.54
Meaningful Memory (Glr--LE)	1,259	5	.39	.04	**.51**	.00	.46-.56	.51-.51
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.41	.01	**.56**	.00	.55-.58	.56-.56
Naming Facility (Glr--RF)	6,576	6	.23	.08	**.28**	.09	.21-.36	.18-.39
Visual Processing								
Visual Processing (Gv)†	881	1	.39	--	**.53**	--	.48-.59	--
Visualization (Gv)	349,451	29	.27	.03	**.37**	.03	.35-.39	.33-.41
Closure Speed (Gv)	108	2	.33	.20	**.48**	.12	.23-.72	.32-.63
Flexibility of Closure (Gv)	108	2	.35	.16	**.46**	.13	.17-.74	.30-.62
Visual Memory (Gv)	6,715	6	.15	.11	**.20**	.14	.09-.32	.02-.39
Auditory Processing								
Phonetic Coding (Ga)	6,445	6	.45	.06	**.57**	.07	.51-.63	.49-.66
Processing Speed								
Perceptual Speed (Gs--PS)	348,394	22	.21	.04	**.26**	.04	.23-.29	.20-.32
Scanning (Gs--PS)	340,658	20	.19	.07	**.25**	.09	.16-.34	.13-.37
Pattern Recognition (Gs--PS)	776	9	.15	.14	**.31**	.02	.23-.39	.28-.34
Reading Speed (Gs)	2,414	3	.52	.07	**.64**	.08	.54-.74	.53-.75
Number Facility (Gs)	348,606	20	.39	.02	**.47**	.02	.46-.49	.44-.50
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	2,726	3	.31	.12	**.39**	.15	.22-.56	.20-.58

Acquired Knowledge								
Acquired Knowledge†	2,726	3	.66	.07	**.80**	.08	.70-.89	.70-.90
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	345,794	12	.49	.03	**.66**	.00	.64-.68	.66-.66
Mathematics Knowledge (Gq)	341,855	14	.46	.02	**.61**	.00	.58-.64	.61-.61
Mathematics Achievement (Gq)	338,856	4	.47	.02	**.65**	.00	.63-.67	.65-.65
Verbal Ability								
Verbal Ability†	1,136	13	.65	.07	**.76**	.00	.73-.80	.76-.76
Reading and Writing								
Reading Comprehension (Grw)	347,883	12	.58	.02	**.73**	.02	.72-.75	.71-.76
Reading Decoding (Grw)	6,808	6	.64	.04	**.79**	.05	.75-.83	.73-.85
Writing Ability (Grw)	6,808	6	.54	.08	**.67**	.09	.59-.74	.55-.78
Spelling Ability (Grw)	349,271	22	.50	.04	**.77**	.04	.74-.80	.72-.82
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	108	2	.72	.07	**.80**	.00	.72-.88	.80-.80
General Verbal Information (Gc)	346,279	16	.48	.03	**.63**	.03	.60-.65	.58-.67
Language Development (Gc)	338,856	4	.47	.01	**.61**	.00	.60-.62	.61-.61
Lexical Knowledge (Gc)	348,909	19	.51	.02	**.69**	.00	.68-.71	.69-.69
Communication Ability (Gc)	338,856	4	.61	.00	**.83**	.00	.83-.84	.83-.83
Listening Ability (Gc)	6,808	6	.57	.05	**.74**	.06	.68-.79	.66-.82
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.39	.01	**.68**	.02	.66-.70	.66-.70
Artistic Knowledge (Gkn--A&H)	338,856	4	.40	.00	**.64**	.00	.63-.65	.64-.64
Culinary Knowledge (Gkn--A&H)	338,856	4	.28	.01	**.53**	.00	.50-.55	.53-.53
Literature Knowledge (Gkn--A&H)	338,856	4	.48	.01	**.66**	.00	.65-.68	.66-.66
Humanities Knowledge (Gkn--A&H)	4,082	3	.59	.03	**.95**	.02	.89-1.00	.93-.97
Business Knowledge (Gkn)	338,856	4	.38	.00	**.62**	.00	.62-.63	.62-.62
Conventional Knowledge (Gkn)	338,856	4	.33	.01	**.61**	.02	.59-.63	.59-.63
Investigative Knowledge (Gkn)	338,856	4	.25	.03	**.54**	.06	.47-.60	.46-.61
Realistic Knowledge (Gkn)	338,856	4	.30	.03	**.46**	.05	.41-.51	.40-.53
Realistic Knowledge (Applied) (Gkn)	338,856	4	.13	.02	**.27**	.04	.23-.31	.22-.32
General Science Knowledge (Gkn--S)	6,035	10	.60	.03	**.87**	.00	.83-.90	.87-.87
Life Sciences Knowledge (Gkn--S)	339,471	10	.35	.01	**.56**	.02	.54-.59	.54-.59
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.43	.03	**.67**	.04	.63-.71	.62-.72
Mechanical Knowledge (Gkn--S)	341,855	14	.25	.03	**.42**	.04	.37-.47	.37-.47
Physical Sciences Knowledge (Gkn--S)	338,856	4	.39	.01	**.53**	.01	.51-.55	.52-.54

Phys. Sci. Knowledge (App.) (Gkn--S)	340,809	11	.22	.03	**.38**	.03	.34-.42	.33-.42
Social Studies Knowledge (Gkn)	342,938	7	.47	.02	**.61**	.02	.58-.63	.57-.64
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.34	.00	**.57**	.00	.57-.58	.57-.57
Miscellaneous Knowledge (Gkn)	338,856	4	.31	.01	**.38**	.00	.37-.39	.37-.39
Cognitive Ability Compounds								
c-Verbal Ability & Memory	95	1	.47	--	**.59**	--	.45-.73	--
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	776	9	.45	.08	**.56**	.00	.52-.60	.56-.56
Writing Ability (Grw)								
General Cognitive Ability								
g†	392	3	.65	.04	**.86**	.00	.83-.89	.86-.86
Fluid Ability								
Induction (Gf)	8,135	7	.43	.12	**.55**	.16	.43-.67	.35-.75
General Sequential Reasoning (Gf)	7,045	7	.42	.11	**.49**	.12	.39-.58	.33-.65
Quantitative Reasoning (Gf)	8,178	7	.50	.06	**.56**	.06	.51-.61	.49-.63
Short Term Memory								
Memory Span (Gsm)	8,131	7	.36	.10	**.42**	.11	.34-.51	.28-.56
Working Memory Capacity (Gsm)	6,957	6	.39	.11	**.44**	.12	.34-.53	.29-.59
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	7,373	7	.36	.11	**.39**	.12	.30-.49	.24-.55
Meaningful Memory (Glr--LE)	1,151	3	.34	.09	**.40**	.09	.27-.52	.28-.52
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	6,576	6	.27	.09	**.30**	.10	.22-.38	.17-.43
Visual Processing								
Visualization (Gv)	7,971	9	.36	.07	**.45**	.07	.38-.52	.36-.55
Closure Speed (Gv)	239	1	.17	--	**.21**	--	.06-.36	--
Visual Memory (Gv)	7,019	7	.30	.04	**.36**	.04	.32-.40	.31-.41
Auditory Processing								
Phonetic Coding (Ga)	7,296	7	.44	.07	**.51**	.07	.45-.57	.42-.60
Processing Speed								
Perceptual Speed (Gs--PS)	6,865	7	.38	.07	**.43**	.08	.37-.49	.33-.53
Scanning (Gs--PS)	392	3	.46	.03	**.77**	.00	.75-.79	.77-.77
Pattern Recognition (Gs--PS)	392	3	.37	.02	**.68**	.00	.67-.70	.68-.68
Reading Speed (Gs)	2,414	3	.55	.06	**.61**	.06	.53-.68	.53-.68
Number Facility (Gs)	7,899	6	.44	.08	**.48**	.08	.42-.55	.38-.59
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,615	3	.37	.12	**.42**	.13	.27-.57	.25-.59

Acquired Knowledge								
Acquired Knowledge†	3,765	3	.64	.07	**.70**	.07	.61-.78	.60-.79
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	8,178	7	.51	.08	**.62**	.09	.55-.69	.51-.73
Verbal Ability								
Verbal Ability†	392	3	.66	.05	**.88**	.00	.85-.92	.88-.88
Reading and Writing								
Reading Comprehension (Grw)	8,178	7	.65	.07	**.74**	.07	.68-.80	.65-.83
Reading Decoding (Grw)	8,003	7	.61	.05	**.68**	.05	.64-.72	.62-.74
Native Language Usage (Grw)	6,808	6	.54	.08	**.67**	.09	.59-.74	.55-.78
Spelling Ability (Grw)	7,939	6	.60	.09	**.82**	.12	.72-.92	.67-.98
Comprehension Knowledge								
General Verbal Information (Gc)	7,630	6	.49	.18	**.57**	.21	.40-.74	.30-.84
Lexical Knowledge (Gc)	8,081	7	.47	.11	**.58**	.14	.48-.69	.41-.76
Listening Ability (Gc)	7,428	6	.48	.11	**.56**	.12	.46-.66	.40-.71
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.38	.06	**.55**	.07	.46-.64	.46-.64
General Science Knowledge (Gkn--S)	4,082	3	.46	.03	**.65**	.03	.59-.70	.60-.69
Social Studies Knowledge (Gkn)	4,082	3	.46	.05	**.53**	.05	.47-.60	.47-.60
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	392	3	.61	.03	**.86**	.00	.84-.87	.86-.86
Spelling Ability (Grw)								
General Cognitive Ability								
g†	5,068	34	.59	.09	**.52**	.00	.49-.55	.52-.52
Fluid Ability								
Fluid (Gf)†	495	7	.43	.13	**.42**	.00	.32-.51	.42-.42
Induction (Gf)	350,279	23	.32	.03	**.52**	.03	.49-.54	.48-.55
General Sequential Reasoning (Gf)	6,806	6	.41	.10	**.59**	.14	.48-.71	.42-.77
Quantitative Reasoning (Gf)	10,842	14	.56	.05	**.71**	.00	.67-.76	.71-.71
Short Term Memory								
Memory Span (Gsm)	346,976	12	.40	.01	**.58**	.00	.57-.59	.58-.58
Working Memory Capacity (Gsm)	6,957	6	.46	.07	**.64**	.09	.56-.72	.53-.76
Meaningful Memory (Gsm)	338,856	4	.22	.03	**.37**	.04	.33-.41	.32-.42
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	7,302	8	.36	.11	**.48**	.14	.36-.60	.30-.67
Meaningful Memory (Glr--LE)	1,259	5	.36	.08	**.51**	.05	.42-.61	.45-.58

Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.32	.02	**.50**	.03	.46-.53	.46-.53
Naming Facility (Glr--RF)	6,576	6	.25	.06	**.34**	.08	.28-.41	.25-.44
Visual Processing								
Visual Processing (Gv)†	881	1	.33	--	**.33**	--	.27-.39	--
Visualization (Gv)	350,813	35	.14	.05	**.22**	.07	.18-.26	.13-.30
Closure Speed (Gv)	108	2	.32	.16	**.31**	.03	.11-.50	.27-.34
Flexibility of Closure (Gv)	108	2	.31	.18	**.29**	.00	-.05-.63	.29-.29
Visual Memory (Gv)	6,780	6	.23	.06	**.35**	.08	.28-.43	.25-.46
Auditory Processing								
Phonetic Coding (Ga)	7,099	6	.45	.05	**.64**	.06	.58-.70	.56-.71
Processing Speed								
Perceptual Speed (Gs--PS)	349,012	22	.22	.04	**.31**	.04	.29-.34	.26-.37
Scanning (Gs--PS)	341,249	26	.18	.06	**.27**	.08	.19-.36	.16-.38
Pattern Recognition (Gs--PS)	9,013	16	.15	.08	**.15**	.02	.12-.19	.13-.18
Reading Speed (Gs)	2,414	3	.61	.03	**.83**	.00	.78-.89	.83-.84
Number Facility (Gs)	349,707	20	.39	.03	**.53**	.04	.50-.56	.48-.58
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,637	3	.31	.08	**.44**	.11	.31-.56	.30-.57
Acquired Knowledge								
Acquired Knowledge†	3,792	3	.64	.05	**.87**	.04	.80-.94	.81-.93
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	347,046	12	.41	.05	**.61**	.06	.57-.66	.54-.69
Mathematics Knowledge (Gq)	341,855	14	.38	.05	**.56**	.05	.50-.63	.49-.63
Mathematics Achievement (Gq)	338,856	4	.38	.02	**.58**	.00	.55-.62	.58-.58
Verbal Ability								
Verbal Ability†	1,786	19	.61	.11	**.56**	.00	.52-.60	.56-.56
Reading and Writing								
Reading Comprehension (Grw)	349,435	13	.51	.03	**.73**	.04	.70-.76	.68-.77
Reading Decoding (Grw)	8,079	8	.72	.04	**.99**	.03	.94-1.00	.95-1.00
Native Language Usage (Grw)	349,271	22	.50	.04	**.77**	.04	.74-.80	.72-.82
Writing Ability (Grw)	7,939	6	.60	.09	**.82**	.12	.72-.92	.67-.98
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	108	2	.55	.06	**.47**	.00	.40-.55	.47-.47
General Verbal Information (Gc)	347,101	16	.41	.05	**.59**	.07	.54-.63	.50-.67
Language Development (Gc)	338,856	4	.52	.01	**.76**	.00	.75-.76	.76-.76

Lexical Knowledge (Gc)	350,317	21	.44	.03	**.68**	.02	.65-.70	.64-.71
Communication Ability (Gc)	338,856	4	.57	.00	**.88**	.00	.87-.88	.88-.88
Listening Ability (Gc)	7,428	6	.55	.07	**.80**	.08	.72-.87	.70-.90
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.35	.02	**.68**	.03	.64-.72	.64-.72
Artistic Knowledge (Gkn--A&H)	338,856	4	.38	.01	**.69**	.00	.68-.70	.69-.69
Culinary Knowledge (Gkn--A&H)	338,856	4	.28	.01	**.59**	.00	.56-.61	.59-.59
Literature Knowledge (Gkn--A&H)	338,856	4	.43	.01	**.67**	.00	.66-.68	.67-.67
Humanities Knowledge (Gkn--A&H)	4,082	3	.56	.04	**1.00**	.04	.92-1.00	.96-1.00
Business Knowledge (Gkn)	338,856	4	.32	.00	**.60**	.00	.59-.60	.60-.60
Conventional Knowledge (Gkn)	338,856	4	.32	.01	**.65**	.00	.62-.68	.65-.65
Investigative Knowledge (Gkn)	338,856	4	.19	.04	**.47**	.09	.37-.57	.35-.59
Realistic Knowledge (Gkn)	338,856	4	.23	.05	**.40**	.08	.31-.48	.29-.50
Realistic Knowledge (Applied) (Gkn)	338,856	4	.07	.04	**.15**	.08	.07-.23	.05-.26
General Science Knowledge (Gkn--S)	6,035	10	.52	.06	**.79**	.00	.72-.86	.79-.79
Life Sciences Knowledge (Gkn--S)	339,471	10	.26	.03	**.46**	.05	.41-.51	.40-.52
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.41	.03	**.71**	.04	.66-.76	.66-.77
Mechanical Knowledge (Gkn--S)	341,855	14	.14	.04	**.26**	.08	.18-.34	.16-.36
Physical Sciences Knowledge (Gkn--S)	338,856	4	.29	.03	**.43**	.05	.38-.49	.37-.50
Phys. Sci. Knowledge (App.) (Gkn--S)	340,809	11	.12	.05	**.23**	.08	.15-.32	.13-.34
Social Studies Knowledge (Gkn)	342,938	7	.40	.04	**.58**	.05	.54-.62	.52-.64
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.29	.01	**.55**	.00	.54-.56	.55-.55
Miscellaneous Knowledge (Gkn)	338,856	4	.27	.01	**.37**	.01	.35-.39	.36-.38
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	1,367	15	.51	.10	**.43**	.00	.39-.47	.43-.43

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 30

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Comprehension Knowledge

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Comprehension Knowledge (Gc)†								
General Cognitive Ability								
g†	285	3	.68	.05	**.88**	.00	.85-.91	.88-.88
Fluid Ability								
Induction (Gf)	7,322	8	.58	.08	**.73**	.07	.66-.80	.65-.82
Quantitative Reasoning (Gf)	4,082	3	.52	.04	**.56**	.03	.51-.60	.52-.60
Short Term Memory								
Short Term Memory (Gsm)†	7,641	6	.54	.04	**.59**	.04	.55-.62	.54-.64
Memory Span (Gsm)	290	1	.13	--	**.14**	--	.04-.24	--
Working Memory Capacity (Gsm)	2,606	4	.58	.09	**.64**	.09	.53-.76	.53-.76
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	7,794	7	.53	.08	**.57**	.08	.51-.64	.48-.67
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	290	1	.24	--	**.47**	--	.38-.56	--
Meaningful Memory (Glr--LE)	290	1	.26	--	**.47**	--	.39-.55	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	290	1	.31	--	**.53**	--	.45-.62	--
Originality/Creativity (Glr--RF)	290	1	.18	--	**.61**	--	.54-.69	--
Naming Facility (Glr--RF)	4,082	3	.39	.02	**.41**	.00	.39-.44	.41-.41
Word Fluency (Glr--RF)	290	1	.28	--	**.60**	--	.52-.68	--
Visual Processing								
Visual Processing (Gv)†	6,857	6	.43	.06	**.49**	.07	.43-.54	.40-.57
Visualization (Gv)	398	3	.24	.18	**.46**	.00	.30-.62	.46-.46
Closure Speed (Gv)	290	1	.25	--	**.62**	--	.55-.69	--
Flexibility of Closure (Gv)	290	1	.18	--	**.22**	--	.11-.32	--
Auditory Processing								
Auditory Processing (Ga)†	6,490	6	.56	.04	**.59**	.04	.56-.63	.54-.65
Processing Speed								
Processing Speed (Gs)†	7,641	6	.41	.08	**.43**	.08	.37-.50	.33-.54
Perceptual Speed (Gs--PS)	4,480	6	.33	.05	**.41**	.04	.35-.47	.36-.47
Scanning (Gs--PS)	108	2	.35	.03	**.72**	.00	.70-.74	.72-.72

Pattern Recognition (Gs--PS)	60	1	.14	--	**.54**	--	.37-.71	--
Number Facility (Gs)	4,372	4	.42	.03	**.48**	.02	.44-.51	.46-.50
Acquired Knowledge								
Acquired Knowledge†	7,295	6	.86	.09	**.91**	.10	.83-.99	.78-1.00
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.63	.02	**.73**	.00	.71-.76	.73-.73
Mathematics Knowledge (Gq)	108	2	.48	.21	**.75**	.11	.55-.94	.61-.89
Verbal Ability								
Verbal Ability†	108	2	.73	.03	**.94**	.00	.90-.97	.94-.94
Reading and Writing								
Reading Comprehension (Grw)	6,660	6	.73	.08	**.80**	.09	.73-.88	.69-.92
Reading Speed (Grw)	4,082	3	.50	.04	**.60**	.03	.55-.65	.56-.64
Native Language Usage (Grw)	108	2	.72	.07	**.80**	.00	.72-.88	.80-.80
Spelling Ability (Grw)	108	2	.55	.06	**.47**	.00	.40-.55	.47-.47
Comprehension Knowledge								
Lexical Knowledge (Gc)	4,082	3	.94	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	108	2	.50	.09	**.71**	.00	.61-.81	.71-.71
Cognitive Ability Compounds								
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	108	2	.34	.03	**.71**	.00	.69-.73	.71-.71
c-Fluid (Gf) & Visual Processing (Gv)	177	1	.52	--	**.78**	--	.71-.85	--
General Verbal Information (Gc)								
General Cognitive Ability								
g†	7,040	39	.64	.10	**.76**	.00	.71-.80	.76-.76
Fluid Ability								
Fluid (Gf)†	1,228	6	.39	.15	**.59**	.00	.47-.70	.59-.59
Induction (Gf)	372,610	68	.50	.04	**.68**	.00	.66-.69	.68-.68
General Sequential Reasoning (Gf)	29,866	48	.42	.10	**.56**	.00	.51-.60	.56-.56
Quantitative Reasoning (Gf)	28,860	32	.44	.10	**.56**	.00	.51-.62	.56-.56
Memory								
Memory†	10,612	1	.53	--	**.62**	--	.59-.65	--
Short Term Memory								
Memory Span (Gsm)	353,239	45	.38	.03	**.47**	.03	.46-.48	.43-.51
Working Memory Capacity (Gsm)	10,426	25	.46	.09	**.54**	.04	.50-.59	.49-.60
Meaningful Memory (Gsm)	338,856	4	.24	.04	**.34**	.06	.28-.40	.27-.42
Long Term Storage—Learning Efficiency								

Associative Memory (Glr--LE)	7,674	8	.39	.10	**.46**	.09	.36-.55	.34-.57
Meaningful Memory (Glr--LE)	1,584	4	.46	.04	**.58**	.00	.51-.65	.58-.58
Long Term Visual Memory (Glr--LE)	433	1	.23	--	**.40**	--	.30-.49	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	740	3	.37	.18	**.56**	.00	.33-.78	.56-.56
Associational Fluency (Glr--RF)	207	1	.20	--	**.41**	--	.28-.54	--
Originality/Creativity (Glr--RF)	338,856	4	.57	.00	**.75**	.00	.75-.76	.75-.75
Naming Facility (Glr--RF)	6,576	6	.28	.07	**.33**	.07	.26-.39	.23-.42
Word Fluency (Glr--RF)	1,623	7	.43	.14	**.65**	.00	.54-.75	.65-.65
Visual Processing								
Visual Processing (Gv)†	200	1	.45	--	**.64**	--	.53-.75	--
Visualization (Gv)	372,792	65	.37	.03	**.49**	.00	.48-.50	.49-.49
Closure Speed (Gv)	22,374	37	.40	.09	**.55**	.00	.51-.59	.55-.55
Flexibility of Closure (Gv)	2,996	4	.16	.14	**.21**	.16	.03-.40	.00-.42
Spatial Scanning (Gv)	485	2	.27	.01	**.48**	.00	.47-.50	.48-.48
Imagery (Gv)	341	2	.48	.08	**.71**	.00	.61-.81	.71-.71
Visual Memory (Gv)	7,442	8	.26	.06	**.35**	.00	.29-.41	.35-.35
Auditory Processing								
Phonetic Coding (Ga)	7,177	7	.46	.09	**.56**	.07	.46-.65	.46-.65
Memory for Sound Patterns (Ga)	200	1	.26	--	**.50**	--	.37-.62	--
Processing Speed								
Perceptual Speed (Gs--PS)	369,009	56	.20	.04	**.24**	.00	.23-.26	.24-.24
Scanning (Gs--PS)	348,613	40	.19	.07	**.24**	.00	.21-.28	.24-.24
Pattern Recognition (Gs--PS)	686	7	.13	.08	**.36**	.00	.30-.41	.36-.36
Reading Speed (Gs)	2,414	3	.55	.06	**.64**	.07	.56-.73	.55-.73
Number Facility (Gs)	350,703	26	.37	.02	**.43**	.00	.42-.44	.43-.43
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,734	4	.34	.10	**.42**	.00	.27-.56	.42-.42
Acquired Knowledge								
Acquired Knowledge†	21,348	16	.68	.14	**.83**	.00	.73-.92	.83-.83
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	346,693	12	.57	.02	**.73**	.00	.72-.74	.73-.73
Mathematics Knowledge (Gq)	344,695	20	.63	.02	**.79**	.00	.78-.80	.79-.79
Mathematics Achievement (Gq)	339,232	7	.56	.03	**.73**	.01	.69-.76	.71-.74
Verbal Ability								
Verbal Ability†	652	6	.61	.10	**.78**	.00	.71-.85	.78-.78

Reading and Writing								
Reading Comprehension (Grw)	349,146	13	.70	.02	**.85**	.00	.84-.86	.85-.85
Reading Decoding (Grw)	7,567	6	.54	.11	**.64**	.13	.53-.74	.47-.80
Reading Speed (Grw)	427	2	.31	.05	**.53**	.00	.47-.59	.53-.53
Native Language Usage (Grw)	346,279	16	.48	.03	**.63**	.03	.60-.65	.58-.67
Writing Ability (Grw)	7,630	6	.49	.18	**.57**	.21	.40-.74	.30-.84
Spelling Ability (Grw)	347,101	16	.41	.05	**.59**	.07	.54-.63	.50-.67
Comprehension Knowledge								
Language Development (Gc)	345,450	38	.51	.03	**.63**	.03	.61-.64	.59-.67
Lexical Knowledge (Gc)	374,650	70	.73	.03	**.95**	.00	.94-.96	.95-.95
Communication Ability (Gc)	338,856	4	.51	.03	**.66**	.03	.63-.69	.62-.70
Listening Ability (Gc)	7,421	6	.65	.07	**.80**	.08	.73-.87	.69-.91
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.62	.00	**1.00**	.00	1.00-1.00	1.00-1.00
Arts and Humanities (Gkn--A&H)	153	1	.72	--	**.89**	--	.83-.96	--
Artistic Knowledge (Gkn--A&H)	339,176	5	.54	.01	**.82**	.00	.81-.84	.82-.82
Culinary Knowledge (Gkn--A&H)	338,856	4	.40	.01	**.72**	.00	.70-.74	.72-.72
Literature Knowledge (Gkn--A&H)	339,343	6	.69	.01	**.91**	.00	.90-.91	.91-.91
Humanities Knowledge (Gkn--A&H)	4,082	3	.70	.04	**1.00**	.04	1.00-1.00	1.00-1.00
Behavioral Content Knowledge (Gkn)	489	2	.29	.27	**.50**	.00	.30-.70	.50-.50
Business Knowledge (Gkn)	339,176	5	.58	.00	**.91**	.00	.91-.92	.91-.91
Conventional Knowledge (Gkn)	338,856	4	.40	.03	**.69**	.05	.64-.74	.63-.75
Investigative Knowledge (Gkn)	338,856	4	.45	.02	**.93**	.00	.88-.98	.93-.93
Realistic Knowledge (Gkn)	338,856	4	.54	.02	**.79**	.03	.76-.82	.76-.82
Realistic Knowledge (Applied) (Gkn)	338,856	4	.36	.01	**.71**	.00	.70-.72	.71-.71
General Science Knowledge (Gkn--S)	11,135	22	.43	.06	**.65**	.00	.61-.68	.65-.65
Life Sciences Knowledge (Gkn--S)	340,575	18	.59	.01	**.89**	.00	.88-.90	.89-.89
Life Sci. Knowledge (App.) (Gkn--S)	339,025	5	.61	.03	**.90**	.04	.86-.95	.85-.96
Mechanical Knowledge (Gkn--S)	344,753	20	.48	.02	**.76**	.00	.75-.78	.76-.76
Natural Sciences Knowledge (Gkn--S)	84	1	.42	--	**.53**	--	.32-.73	--
Physical Sciences Knowledge (Gkn--S)	339,176	5	.65	.01	**.84**	.00	.83-.86	.84-.84
Phys. Sci. Knowledge (App.) (Gkn--S)	345,409	23	.51	.03	**.83**	.00	.82-.83	.83-.83
Social Studies Knowledge (Gkn)	343,662	11	.72	.02	**.89**	.02	.88-.90	.87-.91
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.58	.01	**.94**	.00	.92-.96	.94-.94
Miscellaneous Knowledge (Gkn)	338,856	4	.52	.02	**.60**	.02	.58-.62	.57-.62
Cognitive Ability Compounds								

c-Acquired Know. & Vis. Process. (Gv)	2,233	1	.07	--	**.08**	--	.03-.12	--
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	69	1	.57	--	**.72**	--	.59-.84	--
Language Development (Gc)								
General Cognitive Ability								
g†	6,463	34	.61	.10	**.72**	.08	.68-.77	.62-.83
Fluid Ability								
Fluid (Gf)†	527	3	.25	.06	**.49**	.00	.43-.55	.49-.49
Induction (Gf)	346,623	44	.42	.03	**.57**	.03	.55-.58	.53-.60
General Sequential Reasoning (Gf)	6,350	33	.46	.09	**.60**	.05	.55-.64	.54-.65
Quantitative Reasoning (Gf)	636	2	.40	.01	**.60**	.00	.59-.61	.60-.60
Short Term Memory								
Memory Span (Gsm)	344,835	35	.40	.01	**.49**	.01	.49-.50	.48-.50
Working Memory Capacity (Gsm)	3,282	18	.47	.09	**.56**	.08	.50-.62	.45-.67
Meaningful Memory (Gsm)	338,856	4	.21	.02	**.30**	.03	.27-.33	.26-.34
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	433	1	.25	--	**.42**	--	.34-.51	--
Meaningful Memory (Glr--LE)	433	1	.45	--	**.60**	--	.53-.66	--
Long Term Visual Memory (Glr--LE)	433	1	.22	--	**.39**	--	.31-.48	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	981	4	.30	.16	**.48**	.00	.33-.63	.48-.48
Originality/Creativity (Glr--RF)	338,856	4	.47	.00	**.61**	.00	.60-.62	.61-.61
Word Fluency (Glr--RF)	1,037	5	.30	.17	**.53**	.10	.40-.67	.41-.65
Visual Processing								
Visualization (Gv)	346,107	42	.29	.03	**.37**	.03	.36-.38	.33-.41
Closure Speed (Gv)	6,146	32	.41	.08	**.55**	.04	.51-.59	.50-.60
Flexibility of Closure (Gv)	877	3	.33	.14	**.38**	.14	.20-.56	.20-.56
Spatial Scanning (Gv)	485	2	.24	.05	**.49**	.00	.43-.55	.49-.49
Visual Memory (Gv)	433	1	.19	--	**.48**	--	.40-.55	--
Auditory Processing								
Memory for Sound Patterns (Ga)	310	1	.07	--	**.08**	--	.02-.14	--
Maintaining/Judging Rhythm (Ga)	310	1	.06	--	**.08**	--	-.07-.23	--
Processing Speed								
Perceptual Speed (Gs--PS)	345,571	38	.31	.02	**.38**	.01	.37-.38	.36-.39
Scanning (Gs--PS)	342,917	25	.25	.03	**.31**	.03	.30-.33	.27-.35
Pattern Recognition (Gs--PS)	69	1	.32	--	**.56**	--	.39-.73	--
Number Facility (Gs)	339,904	8	.33	.02	**.38**	.02	.36-.40	.36-.40

Acquired Knowledge								
Acquired Knowledge†	84	1	.43	--	**.69**	--	.56-.82	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	339,063	6	.43	.03	**.54**	.02	.51-.58	.52-.57
Mathematics Knowledge (Gq)	338,856	4	.44	.03	**.55**	.03	.51-.59	.51-.59
Mathematics Achievement (Gq)	338,856	4	.41	.01	**.54**	.00	.52-.55	.54-.54
Verbal Ability								
Verbal Ability†	591	4	.49	.11	**.69**	.06	.61-.77	.62-.76
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.59	.01	**.71**	.01	.69-.72	.69-.72
Native Language Usage (Grw)	338,856	4	.47	.01	**.61**	.00	.60-.62	.61-.61
Spelling Ability (Grw)	338,856	4	.52	.01	**.76**	.00	.75-.76	.76-.76
Comprehension Knowledge								
General Verbal Information (Gc)	345,450	38	.51	.03	**.63**	.03	.61-.64	.59-.67
Lexical Knowledge (Gc)	345,966	40	.55	.03	**.71**	.03	.70-.72	.68-.75
Communication Ability (Gc)	338,856	4	.51	.00	**.65**	.00	.65-.65	.65-.65
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.45	.01	**.74**	.02	.72-.76	.71-.76
Artistic Knowledge (Gkn--A&H)	338,856	4	.46	.00	**.70**	.00	.70-.70	.70-.70
Culinary Knowledge (Gkn--A&H)	338,856	4	.37	.01	**.65**	.00	.62-.67	.65-.65
Literature Knowledge (Gkn--A&H)	338,856	4	.52	.01	**.67**	.00	.67-.68	.67-.67
Business Knowledge (Gkn)	338,856	4	.40	.01	**.62**	.00	.61-.63	.62-.62
Conventional Knowledge (Gkn)	338,856	4	.33	.01	**.57**	.02	.55-.59	.55-.59
Investigative Knowledge (Gkn)	338,856	4	.29	.03	**.59**	.05	.53-.65	.52-.66
Realistic Knowledge (Gkn)	338,856	4	.32	.04	**.46**	.06	.40-.51	.39-.53
Realistic Knowledge (Applied) (Gkn)	338,856	4	.16	.02	**.31**	.04	.27-.36	.26-.37
Life Sciences Knowledge (Gkn--S)	338,856	4	.35	.02	**.53**	.02	.50-.55	.50-.56
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.46	.03	**.68**	.04	.64-.71	.63-.72
Mechanical Knowledge (Gkn--S)	339,371	6	.28	.03	**.45**	.04	.40-.49	.40-.50
Natural Sciences Knowledge (Gkn--S)	84	1	.31	--	**.38**	--	.18-.57	--
Physical Sciences Knowledge (Gkn--S)	338,856	4	.39	.02	**.50**	.02	.47-.52	.47-.52
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.25	.03	**.40**	.04	.36-.45	.35-.45
Social Studies Knowledge (Gkn)	338,940	5	.46	.03	**.56**	.04	.53-.60	.52-.61
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.40	.00	**.64**	.00	.63-.65	.64-.64
Miscellaneous Knowledge (Gkn)	338,856	4	.34	.01	**.39**	.00	.39-.40	.39-.40
Cognitive Ability Compounds								

c-Quant. Reas. (Gf) & Num. Fac. (Gs)	69	1	.48	--	**.68**	--	.55-.80	--
Lexical Knowledge (Gc)								
General Cognitive Ability								
g†	10,033	41	.62	.11	**.78**	.04	.74-.81	.72-.83
Fluid Ability								
Fluid (Gf)†	3,706	12	.45	.11	**.71**	.00	.66-.75	.71-.71
Induction (Gf)	425,798	145	.52	.07	**.73**	.02	.72-.75	.71-.76
General Sequential Reasoning (Gf)	31,997	59	.39	.11	**.58**	.09	.54-.62	.46-.70
Quantitative Reasoning (Gf)	1,816,075	138	.53	.10	**.75**	.06	.73-.76	.67-.82
Memory								
Memory†	10,729	2	.57	.00	**.70**	.00	.67-.73	.70-.70
Short Term Memory								
Short Term Memory (Gsm)†	4,082	3	.56	.03	**.70**	.00	.66-.73	.70-.70
Memory Span (Gsm)	359,652	61	.41	.02	**.53**	.00	.52-.53	.52-.53
Working Memory Capacity (Gsm)	21,510	28	.45	.09	**.56**	.10	.52-.61	.44-.69
Meaningful Memory (Gsm)	338,856	4	.25	.04	**.38**	.05	.33-.43	.31-.44
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	4,082	3	.53	.03	**.65**	.01	.61-.69	.64-.66
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	11,478	21	.32	.09	**.45**	.07	.40-.51	.36-.55
Meaningful Memory (Glr--LE)	1,913	5	.39	.20	**.53**	.15	.34-.71	.34-.72
Free Recall Memory (Glr--LE)	2,642	10	.31	.05	**.40**	.00	.35-.44	.40-.40
Long Term Visual Memory (Glr--LE)	433	1	.25	--	**.46**	--	.39-.53	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	4,538	11	.35	.12	**.54**	.00	.47-.61	.54-.54
Associational Fluency (Glr--RF)	554	3	.47	.03	**.73**	.00	.62-.85	.73-.73
Expressional Fluency (Glr--RF)	230	1	.55	--	**.77**	--	.46-1.00	--
Originality/Creativity (Glr--RF)	339,267	6	.57	.01	**.80**	.00	.79-.81	.80-.80
Naming Facility (Glr--RF)	7,713	15	.36	.07	**.48**	.00	.42-.53	.48-.48
Word Fluency (Glr--RF)	5,931	25	.44	.09	**.65**	.00	.61-.68	.65-.65
Figural Fluency (Glr--RF)	230	1	.19	--	**.26**	--	.09-.43	--
Visual Processing								
Visual Processing (Gv)†	6,518	9	.40	.07	**.55**	.00	.49-.61	.55-.55
Visualization (Gv)	450,723	158	.36	.07	**.50**	.00	.49-.51	.50-.50
Closure Speed (Gv)	473,300	50	.34	.04	**.65**	.01	.64-.66	.63-.67
Flexibility of Closure (Gv)	40,444	31	.26	.08	**.29**	.06	.26-.32	.21-.37

Spatial Scanning (Gv)	1,920	13	.20	.10	**.54**	.00	.46-.62	.54-.54
Imagery (Gv)	476	3	.37	.14	**.71**	.07	.61-.82	.62-.81
Visual Memory (Gv)	7,996	11	.25	.06	**.37**	.06	.32-.43	.30-.45
Auditory Processing								
Auditory Processing (Ga)†	4,082	3	.59	.03	**.72**	.00	.68-.75	.72-.72
Phonetic Coding (Ga)	7,343	7	.44	.08	**.56**	.09	.49-.64	.44-.68
Memory for Sound Patterns (Ga)	788	3	.24	.02	**.46**	.00	.43-.50	.46-.46
Maintaining/Judging Rhythm (Ga)	1,319	2	.23	.00	**.51**	.00	-.04-1.00	.51-.51
Absolute Pitch (Ga)	202	1	.09	--	**.51**	--	.42-.61	--
Processing Speed								
Processing Speed (Gs)†	8,023	13	.33	.08	**.38**	.02	.33-.43	.35-.41
Perceptual Speed (Gs--PS)	1,664,310	115	.25	.09	**.54**	.06	.52-.56	.47-.61
Scanning (Gs--PS)	401,238	84	.19	.09	**.29**	.10	.25-.32	.16-.42
Pattern Recognition (Gs--PS)	20,433	19	.24	.10	**.50**	.09	.40-.60	.38-.62
Reading Speed (Gs)	2,414	3	.46	.10	**.57**	.11	.43-.71	.42-.72
Number Facility (Gs)	1,661,095	106	.28	.10	**.57**	.06	.56-.59	.50-.65
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	117	1	.02	--	**.47**	--	.35-.58	--
Semantic Processing Speed (Gt)	3,637	3	.32	.13	**.40**	.15	.23-.58	.21-.60
Acquired Knowledge								
Acquired Knowledge†	25,610	19	.67	.12	**.88**	.10	.80-.95	.74-1.00
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	347,350	14	.57	.02	**.76**	.00	.75-.77	.76-.76
Mathematics Knowledge (Gq)	2,110,269	76	.47	.09	**.71**	.02	.70-.73	.69-.74
Mathematics Achievement (Gq)	338,856	4	.56	.03	**.77**	.01	.73-.81	.76-.78
Verbal Ability								
Verbal Ability†	750,874	20	.97	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Reading and Writing								
Reading Comprehension (Grw)	2,104,592	76	.67	.08	**.90**	.04	.88-.91	.84-.95
Reading Decoding (Grw)	8,295	9	.54	.04	**.68**	.04	.64-.72	.63-.73
Reading Speed (Grw)	4,853	8	.47	.06	**.70**	.02	.64-.75	.66-.73
Native Language Usage (Grw)	348,909	19	.51	.02	**.69**	.00	.68-.71	.69-.69
Writing Ability (Grw)	8,081	7	.47	.11	**.58**	.14	.48-.69	.41-.76
Spelling Ability (Grw)	350,317	21	.44	.03	**.68**	.02	.65-.70	.64-.71
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	4,082	3	.94	.01	**1.00**	.00	1.00-1.00	1.00-1.00

Verbal Information (Gc)	374,650	70	.73	.03	**.95**	.00	.94-.96	.95-.95
Language Development (Gc)	345,966	40	.55	.03	**.71**	.03	.70-.72	.68-.75
Communication Ability (Gc)	338,856	4	.54	.01	**.74**	.00	.72-.75	.74-.74
Listening Ability (Gc)	7,608	7	.66	.04	**.85**	.03	.81-.90	.82-.89
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.61	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Arts and Humanities (Gkn--A&H)	153	1	.83	--	**1.00**	--	1.00-1.00	--
Artistic Knowledge (Gkn--A&H)	338,856	4	.55	.00	**.89**	.00	.89-.89	.89-.89
Culinary Knowledge (Gkn--A&H)	338,856	4	.42	.02	**.79**	.00	.75-.83	.79-.79
Literature Knowledge (Gkn--A&H)	339,023	5	.69	.01	**.96**	.00	.94-.97	.96-.96
Humanities Knowledge (Gkn--A&H)	4,082	3	.70	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Business Knowledge (Gkn)	338,856	4	.62	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Conventional Knowledge (Gkn)	338,856	4	.38	.02	**.70**	.03	.66-.74	.66-.74
Investigative Knowledge (Gkn)	338,856	4	.40	.02	**.88**	.00	.83-.93	.88-.88
Realistic Knowledge (Gkn)	338,856	4	.51	.02	**.78**	.02	.75-.81	.76-.81
Realistic Knowledge (Applied) (Gkn)	339,117	6	.31	.01	**.65**	.00	.63-.67	.65-.65
General Science Knowledge (Gkn--S)	1,763,378	68	.70	.05	**.87**	.02	.86-.88	.84-.90
Life Sciences Knowledge (Gkn--S)	340,255	17	.58	.01	**.93**	.00	.92-.94	.93-.93
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.61	.02	**.95**	.00	.92-.98	.95-.95
Mechanical Knowledge (Gkn--S)	2,088,222	75	.50	.07	**.71**	.04	.69-.72	.66-.75
Natural Sciences Knowledge (Gkn--S)	84	1	.45	--	**.46**	--	.32-.60	--
Physical Sciences Knowledge (Gkn--S)	338,856	4	.63	.01	**.86**	.00	.85-.88	.86-.86
Phys. Sci. Knowledge (App.) (Gkn--S)	2,099,884	75	.46	.06	**.69**	.02	.68-.71	.67-.72
Social Studies Knowledge (Gkn)	343,342	10	.71	.01	**.92**	.00	.91-.93	.92-.92
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.57	.02	**.97**	.00	.94-1.00	.97-.97
Miscellaneous Knowledge (Gkn)	338,856	4	.51	.02	**.62**	.02	.59-.65	.60-.64
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	37,473	11	.29	.09	**.28**	.07	.23-.32	.19-.37
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	1,743	7	.32	.11	**.68**	.05	.63-.72	.62-.74
c-Fluid (Gf) & Visual Processing (Gv)	1,500	15	.57	.09	**.69**	.06	.64-.75	.62-.77
Communication Ability (Gc)								
Fluid Ability								
Induction (Gf)	338,856	4	.46	.01	**.65**	.00	.64-.66	.65-.65
Short Term Memory								
Memory Span (Gsm)	338,856	4	.41	.00	**.53**	.00	.53-.54	.53-.53
Meaningful Memory (Gsm)	338,856	4	.29	.03	**.43**	.04	.39-.47	.38-.48

Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.43	.01	**.60**	.00	.59-.60	.60-.60
Visual Processing								
Visualization (Gv)	338,856	4	.26	.02	**.36**	.02	.34-.38	.34-.38
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.21	.03	**.27**	.04	.23-.31	.22-.32
Scanning (Gs--PS)	338,856	4	.21	.08	**.27**	.11	.17-.38	.14-.41
Number Facility (Gs)	338,856	4	.42	.00	**.51**	.00	.50-.51	.51-.51
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.48	.02	**.64**	.00	.61-.66	.64-.64
Mathematics Knowledge (Gq)	338,856	4	.45	.02	**.59**	.00	.56-.61	.59-.59
Mathematics Achievement (Gq)	338,856	4	.47	.01	**.64**	.00	.62-.66	.64-.64
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.63	.01	**.80**	.01	.79-.81	.78-.81
Native Language Usage (Grw)	338,856	4	.61	.00	**.83**	.00	.83-.84	.83-.83
Spelling Ability (Grw)	338,856	4	.57	.00	**.88**	.00	.87-.88	.88-.88
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.51	.03	**.66**	.03	.63-.69	.62-.70
Language Development (Gc)	338,856	4	.51	.00	**.65**	.00	.65-.65	.65-.65
Lexical Knowledge (Gc)	338,856	4	.54	.01	**.74**	.00	.72-.75	.74-.74
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.41	.01	**.70**	.01	.69-.72	.69-.72
Artistic Knowledge (Gkn--A&H)	338,856	4	.43	.00	**.68**	.00	.68-.69	.68-.68
Culinary Knowledge (Gkn--A&H)	338,856	4	.30	.02	**.57**	.02	.53-.61	.55-.59
Literature Knowledge (Gkn--A&H)	338,856	4	.50	.01	**.69**	.00	.67-.71	.69-.69
Business Knowledge (Gkn)	338,856	4	.41	.01	**.67**	.00	.65-.68	.67-.67
Conventional Knowledge (Gkn)	338,856	4	.35	.01	**.65**	.02	.62-.67	.62-.67
Investigative Knowledge (Gkn)	338,856	4	.26	.03	**.56**	.07	.49-.63	.48-.65
Realistic Knowledge (Gkn)	338,856	4	.31	.03	**.48**	.05	.43-.53	.42-.54
Realistic Knowledge (Applied) (Gkn)	338,856	4	.14	.02	**.29**	.04	.25-.32	.24-.33
Life Sciences Knowledge (Gkn--S)	338,856	4	.36	.01	**.58**	.02	.56-.60	.56-.60
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.47	.03	**.73**	.04	.69-.77	.68-.78
Mechanical Knowledge (Gkn--S)	338,856	4	.26	.03	**.44**	.04	.39-.48	.39-.48
Physical Sciences Knowledge (Gkn--S)	338,856	4	.39	.01	**.53**	.01	.51-.54	.51-.54
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.23	.02	**.39**	.03	.35-.43	.35-.43
Social Studies Knowledge (Gkn)	338,856	4	.49	.02	**.63**	.02	.61-.65	.60-.65

Social Stud. Knowledge (App.) (Gkn)	338,856	4	.35	.01	**.60**	.00	.59-.62	.60-.60
Miscellaneous Knowledge (Gkn)	338,856	4	.33	.01	**.40**	.01	.39-.41	.38-.42
Listening Ability (Gc)								
Fluid Ability								
Induction (Gf)	7,428	6	.49	.06	**.65**	.07	.59-.72	.56-.75
General Sequential Reasoning (Gf)	6,806	6	.44	.09	**.54**	.10	.45-.62	.40-.67
Quantitative Reasoning (Gf)	7,428	6	.43	.05	**.50**	.05	.45-.54	.43-.56
Short Term Memory								
Memory Span (Gsm)	7,428	6	.39	.04	**.48**	.04	.44-.52	.43-.53
Working Memory Capacity (Gsm)	6,835	6	.45	.05	**.53**	.05	.48-.58	.46-.60
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	6,908	6	.40	.08	**.46**	.08	.39-.53	.35-.56
Meaningful Memory (Glr--LE)	1,151	3	.44	.04	**.54**	.00	.48-.59	.54-.54
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	6,576	6	.34	.06	**.39**	.06	.34-.45	.31-.47
Visual Processing								
Visualization (Gv)	7,355	6	.39	.06	**.50**	.06	.44-.56	.42-.58
Visual Memory (Gv)	6,780	6	.34	.05	**.44**	.06	.38-.49	.36-.51
Auditory Processing								
Phonetic Coding (Ga)	6,811	6	.47	.07	**.56**	.08	.49-.63	.46-.66
Processing Speed								
Perceptual Speed (Gs--PS)	6,378	6	.29	.07	**.35**	.08	.28-.41	.25-.44
Reading Speed (Gs)	2,414	3	.52	.06	**.60**	.06	.53-.68	.53-.67
Number Facility (Gs)	7,428	6	.36	.06	**.41**	.07	.36-.47	.33-.50
Reaction Time and Decision Speed								
Semantic Processing Speed (Gt)	3,346	3	.33	.10	**.38**	.11	.25-.52	.24-.53
Acquired Knowledge								
Acquired Knowledge†	3,346	3	.69	.03	**.79**	.02	.74-.83	.76-.81
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	7,428	6	.59	.03	**.74**	.00	.71-.77	.74-.74
Reading and Writing								
Reading Comprehension (Grw)	7,428	6	.65	.03	**.77**	.03	.74-.80	.74-.81
Reading Decoding (Grw)	7,409	6	.55	.05	**.64**	.05	.59-.68	.57-.70
Native Language Usage (Grw)	6,808	6	.57	.05	**.74**	.06	.68-.79	.66-.82
Writing Ability (Grw)	7,428	6	.48	.11	**.56**	.12	.46-.66	.40-.71
Spelling Ability (Grw)	7,428	6	.55	.07	**.80**	.08	.72-.87	.70-.90

Comprehension Knowledge								
General Verbal Information (Gc)	7,421	6	.65	.07	**.80**	.08	.73-.87	.69-.91
Lexical Knowledge (Gc)	7,608	7	.66	.04	**.85**	.03	.81-.90	.82-.89
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.65	.04	**.98**	.03	.92-1.00	.95-1.00
General Science Knowledge (Gkn--S)	4,082	3	.65	.04	**.96**	.05	.90-1.00	.90-1.00
Social Studies Knowledge (Gkn)	4,082	3	.66	.02	**.80**	.01	.77-.84	.79-.82

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 31

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Domain Specific Knowledge

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
Domain Specific Knowledge (Gkn)								
Fluid Ability								
Induction (Gf)	338,856	4	.40	.01	**.73**	.00	.72-.74	.73-.73
Short Term Memory								
Memory Span (Gsm)	338,856	4	.32	.01	**.53**	.01	.51-.55	.51-.55
Meaningful Memory (Gsm)	338,856	4	.18	.03	**.35**	.05	.30-.40	.29-.41
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.46	.01	**.81**	.00	.80-.83	.81-.82
Visual Processing								
Visualization (Gv)	338,856	4	.29	.01	**.51**	.01	.49-.52	.49-.52
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.16	.01	**.27**	.02	.24-.29	.24-.29
Scanning (Gs--PS)	338,856	4	.14	.05	**.24**	.08	.16-.32	.14-.35
Number Facility (Gs)	338,856	4	.28	.01	**.44**	.01	.43-.45	.43-.45
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.48	.02	**.82**	.00	.78-.85	.82-.82
Mathematics Knowledge (Gq)	338,856	4	.52	.02	**.87**	.00	.84-.90	.87-.87
Mathematics Achievement (Gq)	338,856	4	.46	.03	**.80**	.05	.74-.86	.74-.86
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.57	.00	**.92**	.00	.91-.93	.92-.92
Native Language Usage (Grw)	338,856	4	.39	.01	**.68**	.02	.66-.70	.66-.70
Spelling Ability (Grw)	338,856	4	.35	.02	**.68**	.03	.64-.72	.64-.72
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.62	.00	**1.00**	.00	1.00-1.00	1.00-1.00
Language Development (Gc)	338,856	4	.45	.01	**.74**	.02	.72-.76	.71-.76
Lexical Knowledge (Gc)	338,856	4	.61	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Communication Ability (Gc)	338,856	4	.41	.01	**.70**	.01	.69-.72	.69-.72
Domain Specific Knowledge								
Artistic Knowledge (Gkn--A&H)	338,856	4	.45	.00	**.93**	.00	.92-.93	.93-.93
Culinary Knowledge (Gkn--A&H)	338,856	4	.35	.01	**.84**	.00	.82-.87	.84-.84
Literature Knowledge (Gkn--A&H)	338,856	4	.57	.01	**1.00**	.00	.99-1.00	1.00-1.00

Business Knowledge (Gkn)	338,856	4	.47	.01	**.98**	.00	.96-1.00	.98-.98
Conventional Knowledge (Gkn)	338,856	4	.31	.02	**.73**	.04	.68-.77	.67-.78
Investigative Knowledge (Gkn)	338,856	4	.38	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Realistic Knowledge (Gkn)	338,856	4	.41	.01	**.80**	.02	.77-.82	.77-.83
Realistic Knowledge (Applied) (Gkn)	338,856	4	.26	.01	**.70**	.02	.68-.72	.68-.72
Life Sciences Knowledge (Gkn--S)	338,856	4	.46	.02	**.93**	.03	.90-.96	.90-.97
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.50	.02	**.98**	.03	.95-1.00	.95-1.00
Mechanical Knowledge (Gkn--S)	338,856	4	.36	.00	**.78**	.00	.77-.79	.78-.78
Physical Sciences Knowledge (Gkn--S)	338,856	4	.52	.03	**.91**	.04	.86-.95	.86-.95
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.40	.01	**.87**	.00	.86-.88	.87-.87
Social Studies Knowledge (Gkn)	338,856	4	.59	.00	**.97**	.00	.97-.98	.97-.97
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.49	.02	**1.00**	.02	1.00-1.00	1.00-1.00
Miscellaneous Knowledge (Gkn)	338,856	4	.43	.02	**.66**	.03	.63-.70	.62-.70
Arts and Humanities (Gkn--A&H)								
Fluid Ability								
Fluid (Gf)†	153	1	.42	--	**.74**	--	.64-.83	--
Induction (Gf)	153	1	.40	--	**.70**	--	.60-.81	--
Quantitative Reasoning (Gf)	153	1	.34	--	**.67**	--	.58-.77	--
Short Term Memory								
Memory Span (Gsm)	153	1	.27	--	**.28**	--	.14-.41	--
Long Term Storage—Retrieval Fluency								
Word Fluency (Glr--RF)	153	1	.48	--	**.78**	--	.69-.88	--
Acquired Knowledge								
Acquired Knowledge†	153	1	.57	--	**.95**	--	.88-1.00	--
Comprehension Knowledge								
General Verbal Information (Gc)	153	1	.72	--	**.89**	--	.83-.96	--
Lexical Knowledge (Gc)	153	1	.83	--	**1.00**	--	1.00-1.00	--
Domain Specific Knowledge								
Social Studies Knowledge (Gkn)	153	1	.84	--	**.80**	--	.76-.84	--
Artistic Knowledge (Gkn--A&H)								
Fluid Ability								
Induction (Gf)	338,856	4	.37	.00	**.62**	.00	.61-.62	.62-.62
Short Term Memory								
Memory Span (Gsm)	338,856	4	.35	.00	**.53**	.00	.52-.53	.53-.53
Meaningful Memory (Gsm)	338,856	4	.19	.02	**.34**	.04	.30-.38	.29-.39
Long Term Storage—Retrieval Fluency								

Originality/Creativity (Glr--RF)	338,856	4	.42	.00	**.68**	.00	.67-.68	.68-.68
Visual Processing								
Visualization (Gv)	338,856	4	.23	.01	**.37**	.01	.36-.38	.36-.38
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.18	.01	**.27**	.01	.26-.29	.25-.29
Scanning (Gs--PS)	338,856	4	.14	.05	**.22**	.08	.15-.30	.12-.32
Number Facility (Gs)	338,856	4	.27	.00	**.39**	.00	.39-.39	.39-.39
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.39	.02	**.62**	.00	.60-.65	.62-.62
Mathematics Knowledge (Gq)	338,856	4	.43	.02	**.66**	.00	.62-.69	.66-.66
Mathematics Achievement (Gq)	338,856	4	.38	.01	**.62**	.00	.60-.63	.62-.62
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.55	.00	**.82**	.00	.82-.82	.82-.82
Native Language Usage (Grw)	338,856	4	.40	.00	**.64**	.00	.63-.65	.64-.64
Spelling Ability (Grw)	338,856	4	.38	.01	**.69**	.00	.68-.70	.69-.69
Comprehension Knowledge								
General Verbal Information (Gc)	339,176	5	.54	.01	**.82**	.00	.81-.84	.82-.82
Language Development (Gc)	338,856	4	.46	.00	**.70**	.00	.70-.70	.70-.70
Lexical Knowledge (Gc)	338,856	4	.55	.00	**.89**	.00	.89-.89	.89-.89
Communication Ability (Gc)	338,856	4	.43	.00	**.68**	.00	.68-.69	.68-.68
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.45	.00	**.93**	.00	.92-.93	.93-.93
Culinary Knowledge (Gkn--A&H)	338,856	4	.40	.03	**.88**	.04	.81-.95	.83-.93
Literature Knowledge (Gkn--A&H)	339,404	6	.55	.02	**.89**	.00	.86-.92	.89-.89
Behavioral Content Knowledge (Gkn)	548	2	.18	.01	**.76**	.00	.75-.76	.76-.76
Business Knowledge (Gkn)	339,176	5	.44	.01	**.85**	.00	.82-.87	.85-.85
Conventional Knowledge (Gkn)	338,856	4	.34	.01	**.73**	.00	.72-.75	.73-.73
Investigative Knowledge (Gkn)	338,856	4	.29	.02	**.74**	.02	.70-.79	.71-.77
Realistic Knowledge (Gkn)	338,856	4	.31	.02	**.56**	.04	.52-.60	.51-.61
Realistic Knowledge (Applied) (Gkn)	338,856	4	.15	.02	**.36**	.04	.32-.41	.30-.42
Life Sciences Knowledge (Gkn--S)	339,404	6	.37	.01	**.69**	.00	.68-.70	.69-.69
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.47	.01	**.85**	.00	.84-.87	.85-.85
Mechanical Knowledge (Gkn--S)	338,856	4	.25	.02	**.50**	.03	.46-.54	.46-.54
Physical Sciences Knowledge (Gkn--S)	339,404	6	.39	.00	**.62**	.00	.62-.63	.62-.62
Phys. Sci. Knowledge (App.) (Gkn--S)	339,404	6	.27	.02	**.53**	.01	.49-.57	.52-.54
Social Studies Knowledge (Gkn)	339,404	6	.49	.01	**.75**	.00	.74-.76	.75-.75

Social Stud. Knowledge (App.) (Gkn)	338,856	4	.43	.02	**.87**	.00	.83-.90	.87-.87
Miscellaneous Knowledge (Gkn)	338,856	4	.37	.01	**.53**	.02	.51-.55	.51-.55
Culinary Knowledge (Gkn--A&H)								
Fluid Ability								
Induction (Gf)	338,856	4	.26	.01	**.50**	.00	.48-.53	.50-.50
Short Term Memory								
Memory Span (Gsm)	338,856	4	.24	.01	**.43**	.00	.42-.45	.43-.43
Meaningful Memory (Gsm)	338,856	4	.11	.01	**.23**	.00	.22-.24	.23-.23
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.31	.01	**.60**	.00	.57-.62	.60-.60
Visual Processing								
Visualization (Gv)	338,856	4	.14	.01	**.26**	.00	.25-.27	.26-.26
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.13	.01	**.22**	.00	.21-.24	.22-.22
Scanning (Gs--PS)	338,856	4	.09	.02	**.17**	.04	.13-.21	.11-.22
Number Facility (Gs)	338,856	4	.18	.02	**.30**	.03	.27-.33	.27-.34
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.29	.01	**.53**	.00	.52-.55	.53-.53
Mathematics Knowledge (Gq)	338,856	4	.32	.01	**.58**	.00	.56-.61	.58-.58
Mathematics Achievement (Gq)	338,856	4	.28	.02	**.53**	.00	.50-.56	.53-.53
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.40	.02	**.69**	.00	.66-.72	.69-.69
Native Language Usage (Grw)	338,856	4	.28	.01	**.53**	.00	.50-.55	.53-.53
Spelling Ability (Grw)	338,856	4	.28	.01	**.59**	.00	.56-.61	.59-.59
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.40	.01	**.72**	.00	.70-.74	.72-.72
Language Development (Gc)	338,856	4	.37	.01	**.65**	.00	.62-.67	.65-.65
Lexical Knowledge (Gc)	338,856	4	.42	.02	**.79**	.00	.75-.83	.79-.79
Communication Ability (Gc)	338,856	4	.30	.02	**.57**	.02	.53-.61	.55-.59
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.35	.01	**.84**	.00	.82-.87	.84-.84
Artistic Knowledge (Gkn--A&H)	338,856	4	.40	.03	**.88**	.04	.81-.95	.83-.93
Literature Knowledge (Gkn--A&H)	338,856	4	.42	.02	**.80**	.00	.76-.85	.80-.80
Business Knowledge (Gkn)	338,856	4	.36	.03	**.80**	.04	.73-.87	.75-.85
Conventional Knowledge (Gkn)	338,856	4	.26	.01	**.66**	.00	.64-.67	.66-.66
Investigative Knowledge (Gkn)	338,856	4	.23	.00	**.68**	.00	.66-.69	.68-.68

Realistic Knowledge (Gkn)	338,856	4	.20	.01	**.42**	.01	.39-.45	.41-.44
Realistic Knowledge (Applied) (Gkn)	338,856	4	.09	.02	**.26**	.04	.21-.30	.20-.31
Life Sciences Knowledge (Gkn--S)	338,856	4	.25	.01	**.55**	.00	.53-.57	.55-.55
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.35	.02	**.75**	.00	.71-.78	.75-.75
Mechanical Knowledge (Gkn--S)	338,856	4	.17	.01	**.38**	.00	.35-.41	.38-.38
Physical Sciences Knowledge (Gkn--S)	338,856	4	.26	.01	**.49**	.00	.47-.52	.49-.49
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.18	.01	**.41**	.00	.39-.44	.41-.41
Social Studies Knowledge (Gkn)	338,856	4	.35	.01	**.61**	.00	.60-.63	.61-.61
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.34	.02	**.80**	.00	.75-.85	.80-.80
Miscellaneous Knowledge (Gkn)	338,856	4	.28	.02	**.47**	.02	.44-.50	.45-.49
Literature Knowledge (Gkn--A&H)								
Fluid Ability								
Induction (Gf)	338,856	4	.45	.01	**.66**	.00	.64-.67	.66-.66
Short Term Memory								
Memory Span (Gsm)	338,856	4	.41	.01	**.53**	.00	.52-.54	.53-.53
Meaningful Memory (Gsm)	338,856	4	.22	.02	**.33**	.03	.31-.36	.30-.37
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.52	.01	**.73**	.00	.72-.75	.73-.73
Word Fluency (Glr--RF)	167	1	.33	--	**.67**	--	.56-.77	--
Visual Processing								
Visualization (Gv)	338,856	4	.30	.01	**.41**	.00	.40-.43	.41-.41
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.18	.01	**.23**	.02	.21-.25	.21-.25
Scanning (Gs--PS)	338,856	4	.15	.06	**.20**	.07	.13-.27	.10-.30
Number Facility (Gs)	338,856	4	.32	.02	**.39**	.02	.36-.42	.36-.42
Acquired Knowledge								
Acquired Knowledge†	167	1	.48	--	**.89**	--	.81-.96	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.55	.03	**.75**	.00	.71-.78	.75-.75
Mathematics Knowledge (Gq)	338,856	4	.61	.02	**.81**	.00	.78-.84	.81-.81
Mathematics Achievement (Gq)	338,856	4	.52	.04	**.73**	.04	.67-.79	.67-.79
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.71	.02	**.92**	.00	.89-.94	.92-.92
Native Language Usage (Grw)	338,856	4	.48	.01	**.66**	.00	.65-.68	.66-.66
Spelling Ability (Grw)	338,856	4	.43	.01	**.67**	.00	.66-.68	.67-.67
Comprehension Knowledge								

General Verbal Information (Gc)	339,343	6	.69	.01	**.91**	.00	.90-.91	.91-.91
Language Development (Gc)	338,856	4	.52	.01	**.67**	.00	.67-.68	.67-.67
Lexical Knowledge (Gc)	339,023	5	.69	.01	**.96**	.00	.94-.97	.96-.96
Communication Ability (Gc)	338,856	4	.50	.01	**.69**	.00	.67-.71	.69-.69
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.57	.01	**1.00**	.00	.99-1.00	1.00-1.00
Artistic Knowledge (Gkn--A&H)	339,404	6	.55	.02	**.89**	.00	.86-.92	.89-.89
Culinary Knowledge (Gkn--A&H)	338,856	4	.42	.02	**.80**	.00	.76-.85	.80-.80
Behavioral Content Knowledge (Gkn)	548	2	.25	.03	**.79**	.00	.77-.80	.79-.79
Business Knowledge (Gkn)	339,176	5	.52	.02	**.86**	.00	.84-.89	.86-.86
Conventional Knowledge (Gkn)	338,856	4	.36	.01	**.67**	.00	.66-.69	.67-.67
Investigative Knowledge (Gkn)	338,856	4	.39	.01	**.87**	.00	.84-.90	.87-.87
Realistic Knowledge (Gkn)	338,856	4	.45	.02	**.71**	.01	.69-.74	.70-.72
Realistic Knowledge (Applied) (Gkn)	338,856	4	.24	.01	**.51**	.02	.48-.54	.48-.54
Life Sciences Knowledge (Gkn--S)	339,571	7	.55	.02	**.88**	.00	.86-.91	.88-.88
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.53	.01	**.84**	.00	.83-.85	.84-.84
Mechanical Knowledge (Gkn--S)	338,856	4	.36	.02	**.62**	.00	.59-.65	.62-.62
Physical Sciences Knowledge (Gkn--S)	339,404	6	.59	.03	**.82**	.02	.78-.85	.79-.84
Phys. Sci. Knowledge (App.) (Gkn--S)	339,571	7	.41	.01	**.70**	.00	.68-.72	.70-.70
Social Studies Knowledge (Gkn)	339,571	7	.71	.01	**.94**	.00	.92-.96	.94-.94
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.58	.03	**1.00**	.00	.96-1.00	1.00-1.00
Miscellaneous Knowledge (Gkn)	338,856	4	.49	.03	**.60**	.03	.57-.63	.57-.63
Humanities Knowledge (Gkn--A&H)								
Fluid Ability								
Induction (Gf)	4,082	3	.40	.04	**.68**	.04	.60-.75	.62-.73
General Sequential Reasoning (Gf)	4,082	3	.43	.04	**.66**	.02	.60-.72	.63-.68
Quantitative Reasoning (Gf)	4,082	3	.50	.04	**.73**	.05	.66-.81	.67-.80
Short Term Memory								
Memory Span (Gsm)	4,082	3	.42	.02	**.65**	.00	.61-.69	.65-.65
Working Memory Capacity (Gsm)	4,082	3	.47	.03	**.69**	.02	.64-.74	.66-.72
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	4,082	3	.32	.04	**.46**	.05	.39-.53	.40-.52
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	4,082	3	.30	.02	**.43**	.00	.40-.47	.43-.43
Visual Processing								
Visualization (Gv)	4,082	3	.40	.04	**.64**	.04	.57-.71	.59-.69

Visual Memory (Gv)	4,082	3	.19	.04	**.31**	.04	.24-.37	.26-.36
Auditory Processing								
Phonetic Coding (Ga)	4,082	3	.47	.06	**.71**	.08	.61-.82	.61-.82
Processing Speed								
Perceptual Speed (Gs--PS)	4,082	3	.29	.05	**.43**	.06	.35-.52	.36-.51
Number Facility (Gs)	4,082	3	.39	.04	**.57**	.04	.51-.63	.52-.61
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	4,082	3	.62	.03	**.98**	.00	.93-1.00	.98-.98
Reading and Writing								
Reading Comprehension (Grw)	4,082	3	.53	.07	**.80**	.10	.68-.93	.68-.93
Reading Decoding (Grw)	4,082	3	.51	.06	**.74**	.07	.65-.84	.65-.83
Native Language Usage (Grw)	4,082	3	.59	.03	**.95**	.02	.89-1.00	.93-.97
Writing Ability (Grw)	4,082	3	.38	.06	**.55**	.07	.46-.64	.46-.64
Spelling Ability (Grw)	4,082	3	.56	.04	**1.00**	.04	.92-1.00	.96-1.00
Comprehension Knowledge								
General Verbal Information (Gc)	4,082	3	.70	.04	**1.00**	.04	1.00-1.00	1.00-1.00
Lexical Knowledge (Gc)	4,082	3	.70	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Listening Ability (Gc)	4,082	3	.65	.04	**.98**	.03	.92-1.00	.95-1.00
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	4,082	3	.69	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Social Studies Knowledge (Gkn)	4,082	3	.72	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Behavioral Content Knowledge (Gkn)								
Comprehension Knowledge								
General Verbal Information (Gc)	489	2	.29	.27	**.50**	.00	.30-.70	.50-.50
Domain Specific Knowledge								
Artistic Knowledge (Gkn--A&H)	548	2	.18	.01	**.76**	.00	.75-.76	.76-.76
Literature Knowledge (Gkn--A&H)	548	2	.25	.03	**.79**	.00	.77-.80	.79-.79
Business Knowledge (Gkn)	320	1	.27	--	**.86**	--	.84-.89	--
Life Sciences Knowledge (Gkn--S)	548	2	.34	.07	**.65**	.00	.61-.70	.65-.65
Life Sci. Knowledge (App.) (Gkn--S)	169	1	.67	--	**.81**	--	.77-.85	--
Physical Sciences Knowledge (Gkn--S)	548	2	.28	.01	**.56**	.00	.55-.57	.56-.56
Phys. Sci. Knowledge (App.) (Gkn--S)	717	3	.29	.14	**.57**	.02	.49-.64	.54-.60
Social Studies Knowledge (Gkn)	548	2	.19	.09	**.23**	.00	.16-.30	.23-.23
Business Knowledge (Gkn)								
Fluid Ability								
Induction (Gf)	338,856	4	.37	.02	**.63**	.00	.60-.66	.63-.63

Short Term Memory								
Memory Span (Gsm)	338,856	4	.30	.00	**.46**	.00	.46-.47	.46-.46
Meaningful Memory (Gsm)	338,856	4	.19	.02	**.34**	.03	.31-.38	.30-.39
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.44	.01	**.74**	.00	.71-.76	.74-.74
Visual Processing								
Visualization (Gv)	338,856	4	.26	.01	**.42**	.00	.41-.44	.42-.42
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.14	.01	**.22**	.01	.20-.24	.21-.24
Scanning (Gs--PS)	338,856	4	.14	.04	**.23**	.07	.16-.29	.14-.31
Number Facility (Gs)	338,856	4	.29	.02	**.43**	.03	.39-.46	.39-.47
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.43	.01	**.69**	.00	.67-.70	.69-.69
Mathematics Knowledge (Gq)	338,856	4	.45	.02	**.72**	.00	.69-.75	.72-.72
Mathematics Achievement (Gq)	338,856	4	.43	.02	**.72**	.00	.68-.76	.72-.72
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.56	.01	**.86**	.00	.84-.88	.86-.86
Native Language Usage (Grw)	338,856	4	.38	.00	**.62**	.00	.62-.63	.62-.62
Spelling Ability (Grw)	338,856	4	.32	.00	**.60**	.00	.59-.60	.60-.60
Comprehension Knowledge								
General Verbal Information (Gc)	339,176	5	.58	.00	**.91**	.00	.91-.92	.91-.91
Language Development (Gc)	338,856	4	.40	.01	**.62**	.00	.61-.63	.62-.62
Lexical Knowledge (Gc)	338,856	4	.62	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Communication Ability (Gc)	338,856	4	.41	.01	**.67**	.00	.65-.68	.67-.67
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.47	.01	**.98**	.00	.96-1.00	.98-.98
Artistic Knowledge (Gkn--A&H)	339,176	5	.44	.01	**.85**	.00	.82-.87	.85-.85
Culinary Knowledge (Gkn--A&H)	338,856	4	.36	.03	**.80**	.04	.73-.87	.75-.85
Literature Knowledge (Gkn--A&H)	339,176	5	.52	.02	**.86**	.00	.84-.89	.86-.86
Behavioral Content Knowledge (Gkn)	320	1	.27	--	**.86**	--	.84-.89	--
Conventional Knowledge (Gkn)	338,856	4	.32	.00	**.71**	.00	.70-.72	.71-.71
Investigative Knowledge (Gkn)	338,856	4	.32	.02	**.86**	.00	.82-.90	.86-.86
Realistic Knowledge (Gkn)	338,856	4	.37	.01	**.69**	.00	.66-.71	.69-.69
Realistic Knowledge (Applied) (Gkn)	338,856	4	.22	.01	**.56**	.02	.53-.59	.54-.59
Life Sciences Knowledge (Gkn--S)	339,176	5	.39	.00	**.76**	.00	.75-.76	.76-.76
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.48	.00	**.89**	.00	.89-.90	.89-.89

Mechanical Knowledge (Gkn--S)	338,856	4	.33	.01	**.67**	.00	.65-.68	.67-.67
Physical Sciences Knowledge (Gkn--S)	339,176	5	.44	.01	**.72**	.00	.71-.73	.72-.72
Phys. Sci. Knowledge (App.) (Gkn--S)	339,176	5	.35	.01	**.71**	.00	.69-.72	.71-.71
Social Studies Knowledge (Gkn)	339,176	5	.54	.01	**.85**	.00	.84-.86	.85-.85
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.43	.02	**.90**	.00	.86-.93	.90-.90
Miscellaneous Knowledge (Gkn)	338,856	4	.41	.02	**.60**	.02	.57-.63	.58-.62
Conventional Knowledge (Gkn)								
Fluid Ability								
Induction (Gf)	338,856	4	.27	.01	**.52**	.01	.49-.55	.50-.53
Short Term Memory								
Memory Span (Gsm)	338,856	4	.27	.01	**.48**	.01	.46-.49	.46-.49
Meaningful Memory (Gsm)	338,856	4	.18	.02	**.37**	.04	.33-.41	.32-.42
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.29	.01	**.55**	.02	.52-.57	.52-.57
Visual Processing								
Visualization (Gv)	338,856	4	.16	.01	**.30**	.02	.28-.33	.27-.33
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.14	.01	**.25**	.02	.22-.27	.22-.27
Scanning (Gs--PS)	338,856	4	.13	.05	**.23**	.08	.15-.31	.13-.33
Number Facility (Gs)	338,856	4	.24	.01	**.39**	.00	.38-.40	.39-.40
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.28	.04	**.50**	.07	.42-.58	.41-.59
Mathematics Knowledge (Gq)	338,856	4	.28	.04	**.49**	.07	.42-.57	.40-.59
Mathematics Achievement (Gq)	338,856	4	.28	.02	**.51**	.04	.47-.56	.46-.56
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.41	.02	**.71**	.03	.67-.74	.66-.75
Native Language Usage (Grw)	338,856	4	.33	.01	**.61**	.02	.59-.63	.59-.63
Spelling Ability (Grw)	338,856	4	.32	.01	**.65**	.00	.62-.68	.65-.65
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.40	.03	**.69**	.05	.64-.74	.63-.75
Language Development (Gc)	338,856	4	.33	.01	**.57**	.02	.55-.59	.55-.59
Lexical Knowledge (Gc)	338,856	4	.38	.02	**.70**	.03	.66-.74	.66-.74
Communication Ability (Gc)	338,856	4	.35	.01	**.65**	.02	.62-.67	.62-.67
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.31	.02	**.73**	.04	.68-.77	.67-.78
Artistic Knowledge (Gkn--A&H)	338,856	4	.34	.01	**.73**	.00	.72-.75	.73-.73

Culinary Knowledge (Gkn--A&H)	338,856	4	.26	.01	**.66**	.00	.64-.67	.66-.66
Literature Knowledge (Gkn--A&H)	338,856	4	.36	.01	**.67**	.00	.66-.69	.67-.67
Business Knowledge (Gkn)	338,856	4	.32	.00	**.71**	.00	.70-.72	.71-.71
Investigative Knowledge (Gkn)	338,856	4	.18	.03	**.53**	.09	.44-.61	.42-.64
Realistic Knowledge (Gkn)	338,856	4	.21	.03	**.45**	.07	.38-.51	.36-.53
Realistic Knowledge (Applied) (Gkn)	338,856	4	.09	.02	**.27**	.06	.21-.32	.19-.34
Life Sciences Knowledge (Gkn--S)	338,856	4	.26	.02	**.55**	.03	.52-.59	.51-.60
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.37	.02	**.78**	.03	.75-.82	.74-.82
Mechanical Knowledge (Gkn--S)	338,856	4	.16	.03	**.37**	.07	.30-.43	.28-.45
Physical Sciences Knowledge (Gkn--S)	338,856	4	.25	.03	**.46**	.06	.40-.52	.38-.54
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.15	.03	**.33**	.07	.26-.40	.24-.42
Social Studies Knowledge (Gkn)	338,856	4	.34	.03	**.59**	.05	.54-.64	.53-.65
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.25	.01	**.57**	.00	.55-.60	.57-.57
Miscellaneous Knowledge (Gkn)	338,856	4	.25	.01	**.40**	.01	.39-.42	.38-.42
Foreign Language Proficiency (Gkn)								
General Cognitive Ability								
g†	17	1	.63	--	**.82**	--	.69-.95	--
Fluid Ability								
Fluid (Gf)†	30	1	-.02	--	**.50**	--	.33-.67	--
Acquired Knowledge								
Acquired Knowledge†	104	1	.64	--	**.94**	--	.90-.99	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	1,560	4	.35	.25	**.62**	.00	.50-.73	.62-.62
Verbal Ability								
Verbal Ability†	1,560	4	.60	.14	**.82**	.00	.76-.88	.82-.82
Domain Specific Knowledge								
Occupational Knowledge (Gkn)	304	2	.16	.28	**.72**	.10	.57-.87	.60-.85
Investigative Knowledge (Gkn)								
Fluid Ability								
Induction (Gf)	338,856	4	.30	.01	**.68**	.00	.66-.71	.68-.68
Short Term Memory								
Memory Span (Gsm)	338,856	4	.21	.02	**.43**	.04	.38-.48	.37-.48
Meaningful Memory (Gsm)	338,856	4	.11	.03	**.26**	.06	.20-.33	.18-.34
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.32	.01	**.71**	.00	.69-.73	.71-.71
Visual Processing								

Visualization (Gv)	338,856	4	.25	.00	**.55**	.00	.54-.56	.55-.55
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.12	.01	**.25**	.03	.22-.28	.22-.28
Scanning (Gs--PS)	338,856	4	.12	.04	**.26**	.08	.18-.34	.16-.36
Number Facility (Gs)	338,856	4	.21	.01	**.41**	.01	.39-.43	.40-.43
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.38	.01	**.81**	.00	.78-.84	.81-.81
Mathematics Knowledge (Gq)	338,856	4	.40	.01	**.85**	.00	.83-.86	.85-.85
Mathematics Achievement (Gq)	338,856	4	.35	.02	**.77**	.00	.73-.81	.77-.77
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.37	.03	**.75**	.04	.70-.81	.71-.80
Native Language Usage (Grw)	338,856	4	.25	.03	**.54**	.06	.47-.60	.46-.61
Spelling Ability (Grw)	338,856	4	.19	.04	**.47**	.09	.37-.57	.35-.59
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.45	.02	**.93**	.00	.88-.98	.93-.93
Language Development (Gc)	338,856	4	.29	.03	**.59**	.05	.53-.65	.52-.66
Lexical Knowledge (Gc)	338,856	4	.40	.02	**.88**	.00	.83-.93	.88-.88
Communication Ability (Gc)	338,856	4	.26	.03	**.56**	.07	.49-.63	.48-.65
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.38	.01	**1.00**	.00	1.00-1.00	1.00-1.00
Artistic Knowledge (Gkn--A&H)	338,856	4	.29	.02	**.74**	.02	.70-.79	.71-.77
Culinary Knowledge (Gkn--A&H)	338,856	4	.23	.00	**.68**	.00	.66-.69	.68-.68
Literature Knowledge (Gkn--A&H)	338,856	4	.39	.01	**.87**	.00	.84-.90	.87-.87
Business Knowledge (Gkn)	338,856	4	.32	.02	**.86**	.00	.82-.90	.86-.86
Conventional Knowledge (Gkn)	338,856	4	.18	.03	**.53**	.09	.44-.61	.42-.64
Realistic Knowledge (Gkn)	338,856	4	.31	.02	**.77**	.02	.72-.81	.74-.80
Realistic Knowledge (Applied) (Gkn)	338,856	4	.22	.01	**.75**	.00	.73-.77	.75-.75
Life Sciences Knowledge (Gkn--S)	338,856	4	.31	.01	**.80**	.00	.79-.82	.80-.80
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.32	.03	**.80**	.08	.71-.88	.70-.89
Mechanical Knowledge (Gkn--S)	338,856	4	.29	.01	**.78**	.00	.75-.80	.78-.78
Physical Sciences Knowledge (Gkn--S)	338,856	4	.39	.01	**.85**	.00	.83-.86	.85-.85
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.32	.00	**.86**	.00	.86-.87	.86-.86
Social Studies Knowledge (Gkn)	338,856	4	.41	.02	**.85**	.02	.81-.90	.83-.88
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.34	.01	**.92**	.00	.91-.94	.92-.92
Miscellaneous Knowledge (Gkn)	338,856	4	.30	.00	**.58**	.00	.57-.58	.58-.58
Occupational Knowledge (Gkn)								

Fluid Ability								
Fluid (Gf)†	288	1	.80	--	**.98**	--	.95-1.00	--
General Sequential Reasoning (Gf)	288	1	.81	--	**1.00**	--	1.00-1.00	--
Acquired Knowledge								
Acquired Knowledge†	48	1	.49	--	**.86**	--	.73-1.00	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	48	1	.29	--	**.58**	--	.39-.77	--
Verbal Ability								
Verbal Ability†	48	1	.41	--	**.73**	--	.58-.89	--
Domain Specific Knowledge								
Foreign Language Proficiency (Gkn)	304	2	.16	.28	**.72**	.10	.57-.87	.60-.85
Natural Sciences Knowledge (Gkn--S)	48	1	.29	--	**.35**	--	.12-.57	--
Social Studies Knowledge (Gkn)	48	1	.42	--	**.44**	--	.26-.63	--
Occupational Know.--Military (Gkn)								
General Cognitive Ability								
g†	4,705	10	.43	.07	**.71**	.00	.68-.74	.71-.71
Visual Processing								
Visualization (Gv)	255	1	.22	--	**.43**	--	.34-.52	--
Processing Speed								
Perceptual Speed (Gs--PS)	255	1	.26	--	**.62**	--	.55-.69	--
Verbal Ability								
Verbal Ability†	255	1	.42	--	**.71**	--	.65-.78	--
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	348	1	.41	--	**.63**	--	.56-.69	--
Phys. Sci. Knowledge (App.) (Gkn--S)	603	2	.39	.02	**.62**	.00	.61-.64	.62-.62
Realistic Knowledge (Gkn)								
Fluid Ability								
Induction (Gf)	338,856	4	.34	.01	**.55**	.00	.54-.57	.55-.55
Short Term Memory								
Memory Span (Gsm)	338,856	4	.23	.03	**.34**	.05	.29-.39	.28-.40
Meaningful Memory (Gsm)	338,856	4	.15	.04	**.25**	.06	.19-.31	.17-.33
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.41	.01	**.64**	.00	.64-.65	.64-.64
Visual Processing								
Visualization (Gv)	338,856	4	.30	.01	**.46**	.00	.45-.47	.46-.46
Processing Speed								

Perceptual Speed (Gs--PS)	338,856	4	.10	.02	**.14**	.03	.11-.17	.10-.18
Scanning (Gs--PS)	338,856	4	.11	.05	**.16**	.07	.10-.23	.08-.25
Number Facility (Gs)	338,856	4	.25	.01	**.35**	.00	.34-.36	.35-.36
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.41	.01	**.62**	.00	.61-.63	.62-.62
Mathematics Knowledge (Gq)	338,856	4	.45	.01	**.67**	.00	.66-.69	.67-.67
Mathematics Achievement (Gq)	338,856	4	.40	.02	**.63**	.00	.60-.65	.63-.63
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.47	.02	**.68**	.03	.64-.71	.64-.71
Native Language Usage (Grw)	338,856	4	.30	.03	**.46**	.05	.41-.51	.40-.53
Spelling Ability (Grw)	338,856	4	.23	.05	**.40**	.08	.31-.48	.29-.50
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.54	.02	**.79**	.03	.76-.82	.76-.82
Language Development (Gc)	338,856	4	.32	.04	**.46**	.06	.40-.51	.39-.53
Lexical Knowledge (Gc)	338,856	4	.51	.02	**.78**	.02	.75-.81	.76-.81
Communication Ability (Gc)	338,856	4	.31	.03	**.48**	.05	.43-.53	.42-.54
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.41	.01	**.80**	.02	.77-.82	.77-.83
Artistic Knowledge (Gkn--A&H)	338,856	4	.31	.02	**.56**	.04	.52-.60	.51-.61
Culinary Knowledge (Gkn--A&H)	338,856	4	.20	.01	**.42**	.01	.39-.45	.41-.44
Literature Knowledge (Gkn--A&H)	338,856	4	.45	.02	**.71**	.01	.69-.74	.70-.72
Business Knowledge (Gkn)	338,856	4	.37	.01	**.69**	.00	.66-.71	.69-.69
Conventional Knowledge (Gkn)	338,856	4	.21	.03	**.45**	.07	.38-.51	.36-.53
Investigative Knowledge (Gkn)	338,856	4	.31	.02	**.77**	.02	.72-.81	.74-.80
Realistic Knowledge (Applied) (Gkn)	338,856	4	.33	.01	**.79**	.02	.76-.81	.76-.81
Life Sciences Knowledge (Gkn--S)	338,856	4	.48	.01	**.86**	.01	.84-.87	.84-.87
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.37	.04	**.65**	.07	.58-.71	.56-.73
Mechanical Knowledge (Gkn--S)	338,856	4	.41	.00	**.78**	.00	.77-.78	.78-.78
Physical Sciences Knowledge (Gkn--S)	338,856	4	.51	.00	**.78**	.00	.77-.78	.78-.78
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.42	.00	**.80**	.00	.80-.80	.80-.80
Social Studies Knowledge (Gkn)	338,856	4	.54	.02	**.79**	.03	.77-.82	.76-.83
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.40	.00	**.78**	.00	.77-.78	.78-.78
Miscellaneous Knowledge (Gkn)	338,856	4	.36	.01	**.49**	.01	.47-.50	.47-.50
Realistic Knowledge (Applied) (Gkn)								
Fluid Ability								
Induction (Gf)	339,117	6	.19	.01	**.42**	.00	.41-.44	.42-.42

Short Term Memory								
Memory Span (Gsm)	338,856	4	.09	.02	**.18**	.05	.13-.22	.12-.24
Meaningful Memory (Gsm)	338,856	4	.07	.02	**.16**	.04	.12-.21	.10-.22
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.28	.01	**.59**	.03	.56-.62	.55-.62
Visual Processing								
Visualization (Gv)	338,856	4	.21	.02	**.44**	.04	.40-.49	.39-.50
Spatial Scanning (Gv)	261	2	.10	.06	**.56**	.00	.50-.61	.56-.56
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.04	.01	**.08**	.02	.06-.10	.05-.11
Scanning (Gs--PS)	338,856	4	.05	.02	**.11**	.03	.08-.14	.07-.15
Number Facility (Gs)	338,856	4	.11	.00	**.21**	.00	.20-.21	.21-.21
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.23	.02	**.47**	.02	.44-.51	.45-.49
Mathematics Knowledge (Gq)	338,856	4	.27	.01	**.54**	.00	.52-.57	.54-.54
Mathematics Achievement (Gq)	338,856	4	.23	.02	**.49**	.04	.44-.53	.44-.54
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.25	.01	**.49**	.02	.48-.51	.47-.52
Native Language Usage (Grw)	338,856	4	.13	.02	**.27**	.04	.23-.31	.22-.32
Spelling Ability (Grw)	338,856	4	.07	.04	**.15**	.08	.07-.23	.05-.26
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.36	.01	**.71**	.00	.70-.72	.71-.71
Language Development (Gc)	338,856	4	.16	.02	**.31**	.04	.27-.36	.26-.37
Lexical Knowledge (Gc)	339,117	6	.31	.01	**.65**	.00	.63-.67	.65-.65
Communication Ability (Gc)	338,856	4	.14	.02	**.29**	.04	.25-.32	.24-.33
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.26	.01	**.70**	.02	.68-.72	.68-.72
Artistic Knowledge (Gkn--A&H)	338,856	4	.15	.02	**.36**	.04	.32-.41	.30-.42
Culinary Knowledge (Gkn--A&H)	338,856	4	.09	.02	**.26**	.04	.21-.30	.20-.31
Literature Knowledge (Gkn--A&H)	338,856	4	.24	.01	**.51**	.02	.48-.54	.48-.54
Business Knowledge (Gkn)	338,856	4	.22	.01	**.56**	.02	.53-.59	.54-.59
Conventional Knowledge (Gkn)	338,856	4	.09	.02	**.27**	.06	.21-.32	.19-.34
Investigative Knowledge (Gkn)	338,856	4	.22	.01	**.75**	.00	.73-.77	.75-.75
Realistic Knowledge (Gkn)	338,856	4	.33	.01	**.79**	.02	.76-.81	.76-.81
Life Sciences Knowledge (Gkn--S)	338,856	4	.33	.01	**.80**	.02	.77-.82	.77-.82
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.22	.02	**.53**	.05	.49-.58	.47-.59

Mechanical Knowledge (Gkn--S)	338,856	4	.33	.02	**.84**	.00	.79-.89	.84-.84
Physical Sciences Knowledge (Gkn--S)	338,856	4	.34	.02	**.70**	.03	.67-.74	.67-.74
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.34	.02	**.89**	.00	.84-.94	.89-.89
Social Studies Knowledge (Gkn)	338,856	4	.30	.01	**.60**	.01	.59-.62	.59-.62
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.25	.01	**.66**	.00	.64-.67	.66-.66
Miscellaneous Knowledge (Gkn)	338,856	4	.22	.01	**.41**	.02	.39-.43	.39-.44
General Science Knowledge (Gkn--S)								
General Cognitive Ability								
g†	667,165	9	.75	.01	**.89**	.00	.89-.90	.89-.89
Fluid Ability								
Induction (Gf)	45,221	26	.53	.09	**.76**	.03	.71-.80	.71-.80
General Sequential Reasoning (Gf)	7,485	8	.32	.04	**.58**	.00	.54-.62	.58-.58
Quantitative Reasoning (Gf)	1,943,255	72	.57	.07	**.77**	.05	.75-.78	.70-.84
Short Term Memory								
Memory Span (Gsm)	4,658	5	.34	.02	**.50**	.00	.48-.52	.50-.50
Working Memory Capacity (Gsm)	15,045	4	.49	.01	**.70**	.00	.68-.72	.70-.70
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	4,658	5	.31	.02	**.43**	.00	.40-.45	.43-.43
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	783	3	.27	.02	**.46**	.00	.40-.52	.46-.46
Associational Fluency (Glr--RF)	437	2	.40	.00	**.73**	.00	.54-.92	.73-.73
Expressional Fluency (Glr--RF)	230	1	.52	--	**.83**	--	.44-1.00	--
Naming Facility (Glr--RF)	4,631	5	.28	.03	**.41**	.00	.36-.45	.41-.41
Word Fluency (Glr--RF)	230	1	.48	--	**.77**	--	.32-1.00	--
Figural Fluency (Glr--RF)	230	1	.21	--	**.33**	--	.14-.52	--
Visual Processing								
Visualization (Gv)	62,163	37	.45	.10	**.62**	.00	.58-.66	.62-.62
Closure Speed (Gv)	443,377	12	.40	.01	**.66**	.00	.66-.67	.66-.66
Flexibility of Closure (Gv)	35,996	13	.38	.06	**.45**	.05	.41-.49	.38-.51
Spatial Scanning (Gv)	230	1	.32	--	**.50**	--	.32-.68	--
Visual Memory (Gv)	4,312	4	.19	.07	**.29**	.10	.19-.40	.17-.42
Auditory Processing								
Phonetic Coding (Ga)	4,082	3	.42	.03	**.61**	.03	.56-.66	.57-.65
Memory for Sound Patterns (Ga)	319	1	.26	--	**.57**	--	.49-.66	--
Absolute Pitch (Ga)	319	1	.21	--	**.53**	--	.45-.62	--
Processing Speed								

Processing Speed (Gs)†	346	1	.38	--	**.53**	--	.40-.66	--
Perceptual Speed (Gs--PS)	1,474,258	43	.21	.08	**.51**	.05	.49-.53	.46-.57
Scanning (Gs--PS)	39,910	27	.23	.07	**.55**	.00	.53-.58	.55-.55
Pattern Recognition (Gs--PS)	617	6	.20	.09	**.50**	.00	.44-.56	.50-.50
Number Facility (Gs)	1,474,901	50	.23	.09	**.52**	.05	.50-.54	.46-.59
Acquired Knowledge								
Acquired Knowledge†	2,233	1	.28	--	**.62**	--	.60-.65	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	37,754	4	.72	.01	**.90**	.00	.89-.91	.90-.90
Mathematics Knowledge (Gq)	1,935,830	65	.51	.08	**.73**	.05	.71-.75	.66-.80
Mathematics Achievement (Gq)	1,238	15	.53	.11	**.74**	.05	.70-.79	.68-.81
Verbal Ability								
Verbal Ability†	931,412	29	.74	.03	**.91**	.00	.91-.92	.91-.91
Reading and Writing								
Reading Comprehension (Grw)	1,744,594	50	.57	.07	**.81**	.04	.79-.82	.75-.86
Reading Decoding (Grw)	4,082	3	.53	.03	**.75**	.04	.70-.81	.71-.80
Native Language Usage (Grw)	6,035	10	.60	.03	**.87**	.00	.83-.90	.87-.87
Writing Ability (Grw)	4,082	3	.46	.03	**.65**	.03	.59-.70	.60-.69
Spelling Ability (Grw)	6,035	10	.52	.06	**.79**	.00	.72-.86	.79-.79
Comprehension Knowledge								
General Verbal Information (Gc)	11,135	22	.43	.06	**.65**	.00	.61-.68	.65-.65
Lexical Knowledge (Gc)	1,763,378	68	.70	.05	**.87**	.02	.86-.88	.84-.90
Listening Ability (Gc)	4,082	3	.65	.04	**.96**	.05	.90-1.00	.90-1.00
Domain Specific Knowledge								
Humanities Knowledge (Gkn--A&H)	4,082	3	.69	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Life Sciences Knowledge (Gkn--S)	1,232	12	.88	.03	**1.00**	.02	1.00-1.00	1.00-1.00
Mechanical Knowledge (Gkn--S)	1,922,923	63	.61	.06	**.80**	.05	.79-.81	.74-.86
Phys. Sci. Knowledge (App.) (Gkn--S)	1,935,115	63	.56	.04	**.76**	.03	.75-.77	.73-.80
Social Studies Knowledge (Gkn)	4,082	3	.75	.03	**1.00**	.03	1.00-1.00	1.00-1.00
c-Acquired Know. & Vis. Process. (Gv)	35,240	10	.48	.04	**.50**	.03	.47-.52	.45-.54
Life Sciences Knowledge (Gkn--S)								
Fluid Ability								
Induction (Gf)	339,471	10	.39	.01	**.65**	.00	.64-.67	.65-.65
Quantitative Reasoning (Gf)	1,232	12	.43	.08	**.66**	.00	.62-.69	.66-.66
Short Term Memory								
Memory Span (Gsm)	338,856	4	.30	.01	**.45**	.02	.43-.47	.42-.47

Meaningful Memory (Gsm)	338,856	4	.19	.02	**.34**	.04	.30-.37	.29-.38
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.47	.02	**.76**	.02	.74-.79	.73-.79
Word Fluency (Glr--RF)	167	1	.27	--	**.54**	--	.41-.66	--
Visual Processing								
Visualization (Gv)	340,088	16	.32	.01	**.51**	.01	.49-.53	.50-.53
Processing Speed								
Perceptual Speed (Gs--PS)	339,471	10	.10	.02	**.15**	.03	.12-.18	.11-.18
Scanning (Gs--PS)	340,088	16	.08	.05	**.13**	.08	.05-.21	.03-.23
Pattern Recognition (Gs--PS)	617	6	.17	.12	**.47**	.03	.40-.55	.44-.51
Number Facility (Gs)	340,088	16	.23	.01	**.33**	.00	.32-.33	.32-.33
Acquired Knowledge								
Acquired Knowledge†	167	1	.47	--	**.77**	--	.68-.85	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.46	.03	**.72**	.03	.67-.78	.69-.76
Mathematics Knowledge (Gq)	340,088	16	.53	.02	**.81**	.00	.77-.85	.81-.81
Mathematics Achievement (Gq)	338,856	4	.45	.04	**.73**	.06	.66-.79	.65-.80
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.56	.01	**.83**	.00	.82-.84	.83-.83
Native Language Usage (Grw)	339,471	10	.35	.01	**.56**	.02	.54-.59	.54-.59
Spelling Ability (Grw)	339,471	10	.26	.03	**.46**	.05	.41-.51	.40-.52
Comprehension Knowledge								
General Verbal Information (Gc)	340,575	18	.59	.01	**.89**	.00	.88-.90	.89-.89
Language Development (Gc)	338,856	4	.35	.02	**.53**	.02	.50-.55	.50-.56
Lexical Knowledge (Gc)	340,255	17	.58	.01	**.93**	.00	.92-.94	.93-.93
Communication Ability (Gc)	338,856	4	.36	.01	**.58**	.02	.56-.60	.56-.60
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.46	.02	**.93**	.03	.90-.96	.90-.97
Artistic Knowledge (Gkn--A&H)	339,404	6	.37	.01	**.69**	.00	.68-.70	.69-.69
Culinary Knowledge (Gkn--A&H)	338,856	4	.25	.01	**.55**	.00	.53-.57	.55-.55
Literature Knowledge (Gkn--A&H)	339,571	7	.55	.02	**.88**	.00	.86-.91	.88-.88
Behavioral Content Knowledge (Gkn)	548	2	.34	.07	**.65**	.00	.61-.70	.65-.65
Business Knowledge (Gkn)	339,176	5	.39	.00	**.76**	.00	.75-.76	.76-.76
Conventional Knowledge (Gkn)	338,856	4	.26	.02	**.55**	.03	.52-.59	.51-.60
Investigative Knowledge (Gkn)	338,856	4	.31	.01	**.80**	.00	.79-.82	.80-.80
Realistic Knowledge (Gkn)	338,856	4	.48	.01	**.86**	.01	.84-.87	.84-.87

Realistic Knowledge (Applied) (Gkn)	338,856	4	.33	.01	**.80**	.02	.77-.82	.77-.82
General Science Knowledge (Gkn--S)	1,232	12	.88	.03	**1.00**	.02	1.00-1.00	1.00-1.00
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.46	.02	**.83**	.03	.80-.86	.79-.87
Mechanical Knowledge (Gkn--S)	340,088	16	.42	.01	**.82**	.00	.81-.83	.82-.82
Physical Sciences Knowledge (Gkn--S)	339,404	6	.63	.02	**1.00**	.02	.97-1.00	.97-1.00
Phys. Sci. Knowledge (App.) (Gkn--S)	340,803	19	.46	.01	**.92**	.00	.89-.94	.92-.92
Social Studies Knowledge (Gkn)	339,571	7	.60	.01	**.90**	.01	.89-.92	.89-.91
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.46	.02	**.92**	.02	.88-.96	.90-.94
Miscellaneous Knowledge (Gkn)	338,856	4	.38	.02	**.54**	.03	.51-.57	.50-.58
Life Sci. Knowledge (App.) (Gkn--S)								
Fluid Ability								
Induction (Gf)	338,856	4	.38	.01	**.63**	.00	.61-.65	.63-.63
Short Term Memory								
Memory Span (Gsm)	338,856	4	.35	.02	**.52**	.03	.49-.55	.48-.56
Meaningful Memory (Gsm)	338,856	4	.22	.04	**.38**	.07	.31-.45	.30-.46
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.44	.02	**.69**	.02	.67-.72	.66-.72
Visual Processing								
Visualization (Gv)	338,856	4	.24	.02	**.37**	.02	.35-.40	.35-.40
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.18	.03	**.26**	.04	.22-.30	.21-.31
Scanning (Gs--PS)	338,856	4	.17	.07	**.26**	.10	.16-.36	.13-.39
Number Facility (Gs)	338,856	4	.33	.02	**.46**	.02	.44-.48	.43-.49
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.41	.03	**.63**	.03	.58-.68	.59-.67
Mathematics Knowledge (Gq)	338,856	4	.44	.04	**.66**	.04	.60-.71	.60-.71
Mathematics Achievement (Gq)	338,856	4	.41	.01	**.64**	.00	.62-.66	.64-.64
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.60	.02	**.87**	.03	.83-.90	.83-.91
Native Language Usage (Grw)	338,856	4	.43	.03	**.67**	.04	.63-.71	.62-.72
Spelling Ability (Grw)	338,856	4	.41	.03	**.71**	.04	.66-.76	.66-.77
Comprehension Knowledge								
General Verbal Information (Gc)	339,025	5	.61	.03	**.90**	.04	.86-.95	.85-.96
Language Development (Gc)	338,856	4	.46	.03	**.68**	.04	.64-.71	.63-.72
Lexical Knowledge (Gc)	338,856	4	.61	.02	**.95**	.00	.92-.98	.95-.95
Communication Ability (Gc)	338,856	4	.47	.03	**.73**	.04	.69-.77	.68-.78

Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.50	.02	**.98**	.03	.95-1.00	.95-1.00
Artistic Knowledge (Gkn--A&H)	338,856	4	.47	.01	**.85**	.00	.84-.87	.85-.85
Culinary Knowledge (Gkn--A&H)	338,856	4	.35	.02	**.75**	.00	.71-.78	.75-.75
Literature Knowledge (Gkn--A&H)	338,856	4	.53	.01	**.84**	.00	.83-.85	.84-.84
Behavioral Content Knowledge (Gkn)	169	1	.67	--	**.81**	--	.77-.85	--
Business Knowledge (Gkn)	338,856	4	.48	.00	**.89**	.00	.89-.90	.89-.89
Conventional Knowledge (Gkn)	338,856	4	.37	.02	**.78**	.03	.75-.82	.74-.82
Investigative Knowledge (Gkn)	338,856	4	.32	.03	**.80**	.08	.71-.88	.70-.89
Realistic Knowledge (Gkn)	338,856	4	.37	.04	**.65**	.07	.58-.71	.56-.73
Realistic Knowledge (Applied) (Gkn)	338,856	4	.22	.02	**.53**	.05	.49-.58	.47-.59
Life Sciences Knowledge (Gkn--S)	338,856	4	.46	.02	**.83**	.03	.80-.86	.79-.87
Mechanical Knowledge (Gkn--S)	338,856	4	.32	.03	**.60**	.04	.55-.66	.55-.66
Physical Sciences Knowledge (Gkn--S)	338,856	4	.46	.03	**.71**	.04	.66-.75	.65-.76
Phys. Sci. Knowledge (App.) (Gkn--S)	339,025	5	.33	.03	**.63**	.04	.57-.68	.58-.68
Social Studies Knowledge (Gkn)	338,856	4	.54	.03	**.80**	.04	.76-.84	.75-.85
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.43	.00	**.83**	.00	.82-.83	.83-.83
Miscellaneous Knowledge (Gkn)	338,856	4	.39	.01	**.53**	.00	.53-.54	.53-.53
Mechanical Knowledge (Gkn--S)								
General Cognitive Ability								
g†	674,771	56	.64	.03	**.79**	.00	.78-.80	.79-.79
Fluid Ability								
Fluid (Gf)†	701	9	.49	.12	**.69**	.05	.62-.76	.63-.75
Induction (Gf)	372,270	43	.37	.04	**.65**	.00	.63-.66	.65-.65
General Sequential Reasoning (Gf)	3,719	7	.22	.09	**.49**	.00	.40-.57	.49-.49
Quantitative Reasoning (Gf)	1,929,274	79	.59	.06	**.77**	.04	.75-.78	.71-.82
Short Term Memory								
Memory Span (Gsm)	339,540	8	.18	.03	**.28**	.04	.25-.31	.23-.33
Working Memory Capacity (Gsm)	10,963	1	.51	--	**.77**	--	.74-.81	--
Meaningful Memory (Gsm)	338,856	4	.13	.03	**.24**	.06	.18-.30	.17-.31
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	684	4	.27	.03	**.41**	.00	.36-.46	.41-.41
Meaningful Memory (Glr--LE)	108	2	.38	.02	**.54**	.00	.51-.57	.54-.54
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	983	4	.22	.07	**.42**	.00	.33-.51	.42-.42
Associational Fluency (Glr--RF)	437	2	.35	.00	**.66**	.00	.45-.87	.66-.66

Expressional Fluency (Glr--RF)	230	1	.39	--	**.67**	--	.48-.86	--
Originality/Creativity (Glr--RF)	338,856	4	.42	.01	**.72**	.00	.71-.73	.72-.72
Naming Facility (Glr--RF)	549	2	.01	.00	**.20**	.00	-90-1.00	.20-.20
Word Fluency (Glr--RF)	549	3	.32	.06	**.56**	.00	.15-.97	.56-.56
Figural Fluency (Glr--RF)	230	1	.16	--	**.27**	--	.06-.48	--
Visual Processing								
Visual Processing (Gv)†	1,359	3	.60	.05	**.79**	.00	.74-.84	.78-.79
Visualization (Gv)	391,930	72	.39	.04	**.63**	.00	.60-.65	.63-.63
Closure Speed (Gv)	443,485	14	.54	.02	**.75**	.00	.74-.77	.75-.75
Flexibility of Closure (Gv)	23,593	14	.43	.06	**.53**	.06	.49-.57	.46-.60
Spatial Scanning (Gv)	230	1	.45	--	**.75**	--	.51-.99	--
Imagery (Gv)	137	1	.58	--	**.82**	--	.72-.92	--
Visual Memory (Gv)	230	1	.48	--	**.81**	--	.48-1.00	--
Auditory Processing								
Memory for Sound Patterns (Ga)	946	4	.20	.17	**.47**	.13	.33-.62	.30-.64
Maintaining/Judging Rhythm (Ga)	149	1	.19	--	**.46**	--	.32-.60	--
Absolute Pitch (Ga)	468	2	.26	.17	**.53**	.14	.31-.74	.35-.71
Processing Speed								
Processing Speed (Gs)†	487	3	.31	.00	**.43**	.00	-1.00-1.00	.43-.43
Perceptual Speed (Gs--PS)	1,813,245	60	.17	.08	**.39**	.05	.36-.41	.32-.46
Scanning (Gs--PS)	367,088	42	.12	.04	**.20**	.05	.15-.25	.14-.27
Pattern Recognition (Gs--PS)	9,935	20	.10	.10	**.36**	.06	.32-.40	.29-.43
Number Facility (Gs)	1,812,008	60	.18	.08	**.41**	.06	.39-.43	.34-.48
Reaction Time and Decision Speed								
Choice Reaction Time (Gt)	85	1	.14	--	**.40**	--	.23-.58	--
Mental Comparison Speed (Gt)	34	1	.03	--	**.32**	--	.03-.60	--
Acquired Knowledge								
Acquired Knowledge†	2,462	3	.28	.09	**.56**	.04	.48-.64	.51-.61
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	340,066	9	.38	.02	**.62**	.00	.59-.65	.62-.62
Mathematics Knowledge (Gq)	2,264,865	75	.46	.07	**.66**	.05	.64-.69	.60-.73
Mathematics Achievement (Gq)	338,856	4	.37	.03	**.63**	.00	.59-.68	.63-.63
Verbal Ability								
Verbal Ability†	932,639	35	.57	.02	**.75**	.00	.75-.76	.75-.75
Reading and Writing								
Reading Comprehension (Grw)	2,080,673	53	.45	.06	**.67**	.04	.65-.69	.62-.73

Reading Speed (Grw)	234	1	.20	--	**.47**	--	.37-.57	--
Native Language Usage (Grw)	341,855	14	.25	.03	**.42**	.04	.37-.47	.37-.47
Spelling Ability (Grw)	341,855	14	.14	.04	**.26**	.08	.18-.34	.16-.36
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	108	2	.50	.09	**.71**	.00	.61-.81	.71-.71
General Verbal Information (Gc)	344,753	20	.48	.02	**.76**	.00	.75-.78	.76-.76
Language Development (Gc)	339,371	6	.28	.03	**.45**	.04	.40-.49	.40-.50
Lexical Knowledge (Gc)	2,088,222	75	.50	.07	**.71**	.04	.69-.72	.66-.75
Communication Ability (Gc)	338,856	4	.26	.03	**.44**	.04	.39-.48	.39-.48
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.36	.00	**.78**	.00	.77-.79	.78-.78
Artistic Knowledge (Gkn--A&H)	338,856	4	.25	.02	**.50**	.03	.46-.54	.46-.54
Culinary Knowledge (Gkn--A&H)	338,856	4	.17	.01	**.38**	.00	.35-.41	.38-.38
Literature Knowledge (Gkn--A&H)	338,856	4	.36	.02	**.62**	.00	.59-.65	.62-.62
Business Knowledge (Gkn)	338,856	4	.33	.01	**.67**	.00	.65-.68	.67-.67
Conventional Knowledge (Gkn)	338,856	4	.16	.03	**.37**	.07	.30-.43	.28-.45
Investigative Knowledge (Gkn)	338,856	4	.29	.01	**.78**	.00	.75-.80	.78-.78
Occupational Know.--Military (Gkn)	348	1	.41	--	**.63**	--	.56-.69	--
Realistic Knowledge (Gkn)	338,856	4	.41	.00	**.78**	.00	.77-.78	.78-.78
Realistic Knowledge (Applied) (Gkn)	338,856	4	.33	.02	**.84**	.00	.79-.89	.84-.84
General Science Knowledge (Gkn--S)	1,922,923	63	.61	.06	**.80**	.05	.79-.81	.74-.86
Life Sciences Knowledge (Gkn--S)	340,088	16	.42	.01	**.82**	.00	.81-.83	.82-.82
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.32	.03	**.60**	.04	.55-.66	.55-.66
Natural Sciences Knowledge (Gkn--S)	34	1	.31	--	**.40**	--	.06-.74	--
Physical Sciences Knowledge (Gkn--S)	338,856	4	.48	.01	**.81**	.00	.78-.83	.81-.81
Phys. Sci. Knowledge (App.) (Gkn--S)	2,262,710	70	.59	.05	**.83**	.06	.80-.86	.76-.91
Social Studies Knowledge (Gkn)	338,890	5	.43	.01	**.69**	.00	.67-.71	.69-.69
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.35	.00	**.74**	.00	.73-.74	.74-.74
Miscellaneous Knowledge (Gkn)	338,856	4	.31	.01	**.46**	.00	.45-.47	.46-.46
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	22,729	9	.55	.04	**.62**	.04	.58-.65	.57-.66
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	1,672	13	.25	.13	**.51**	.05	.46-.56	.44-.57
Natural Sciences Knowledge (Gkn--S)								
General Cognitive Ability								
g†	134	2	.55	.08	**.56**	.00	.46-.67	.56-.56
Fluid Ability								

Induction (Gf)	84	1	.37	--	**.46**	--	.26-.67	--
Short Term Memory								
Memory Span (Gsm)	84	1	.32	--	**.40**	--	.15-.64	--
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	282	1	-.02	--	**.03**	--	-.15-.21	--
Visual Processing								
Visualization (Gv)	113	2	.42	.13	**.52**	.00	.33-.72	.52-.52
Processing Speed								
Perceptual Speed (Gs--PS)	34	1	-.01	--	**.08**	--	-.23-.39	--
Scanning (Gs--PS)	113	2	.24	.06	**.29**	.00	.22-.37	.29-.29
Pattern Recognition (Gs--PS)	113	2	.30	.04	**.36**	.00	.31-.42	.36-.36
Reaction Time and Decision Speed								
Mental Comparison Speed (Gt)	34	1	-.02	--	**.07**	--	-1.00-1.00	--
Acquired Knowledge								
Acquired Knowledge†	2,225	7	.78	.03	**.78**	.00	.76-.80	.78-.78
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	20,607	9	.60	.07	**.67**	.00	.62-.71	.67-.67
Verbal Ability								
Verbal Ability†	20,719	11	.64	.06	**.67**	.00	.64-.71	.67-.67
Comprehension Knowledge								
General Verbal Information (Gc)	84	1	.42	--	**.53**	--	.32-.73	--
Language Development (Gc)	84	1	.31	--	**.38**	--	.18-.57	--
Lexical Knowledge (Gc)	84	1	.45	--	**.46**	--	.32-.60	--
Domain Specific Knowledge								
Occupational Knowledge (Gkn)	48	1	.29	--	**.35**	--	.12-.57	--
Mechanical Knowledge (Gkn--S)	34	1	.31	--	**.40**	--	.06-.74	--
Social Studies Knowledge (Gkn)	20,607	9	.73	.06	**.83**	.06	.79-.88	.75-.91
Cognitive Ability Compounds								
c-Verbal Ability & Memory	224	1	.34	--	**.40**	--	.29-.50	--
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	113	2	.48	.10	**.49**	.00	.38-.60	.49-.49
Physical Sciences Knowledge (Gkn--S)								
Fluid Ability								
Induction (Gf)	338,856	4	.47	.01	**.66**	.00	.65-.68	.66-.66
Short Term Memory								
Memory Span (Gsm)	338,856	4	.32	.02	**.41**	.02	.39-.43	.39-.44
Meaningful Memory (Gsm)	338,856	4	.19	.03	**.28**	.05	.23-.33	.22-.35

Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.52	.02	**.71**	.03	.68-.74	.68-.75
Visual Processing								
Visualization (Gv)	338,856	4	.39	.02	**.53**	.03	.50-.56	.50-.57
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.11	.02	**.14**	.03	.11-.16	.11-.17
Scanning (Gs--PS)	338,856	4	.11	.06	**.14**	.07	.07-.21	.04-.23
Number Facility (Gs)	338,856	4	.27	.02	**.33**	.02	.31-.35	.30-.36
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.60	.08	**.80**	.09	.70-.91	.68-.92
Mathematics Knowledge (Gq)	338,856	4	.68	.07	**.89**	.08	.80-.98	.79-.99
Mathematics Achievement (Gq)	338,856	4	.57	.08	**.78**	.10	.67-.89	.65-.91
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.59	.01	**.75**	.00	.74-.76	.75-.75
Native Language Usage (Grw)	338,856	4	.39	.01	**.53**	.01	.51-.55	.52-.54
Spelling Ability (Grw)	338,856	4	.29	.03	**.43**	.05	.38-.49	.37-.50
Comprehension Knowledge								
General Verbal Information (Gc)	339,176	5	.65	.01	**.84**	.00	.83-.86	.84-.84
Language Development (Gc)	338,856	4	.39	.02	**.50**	.02	.47-.52	.47-.52
Lexical Knowledge (Gc)	338,856	4	.63	.01	**.86**	.00	.85-.88	.86-.86
Communication Ability (Gc)	338,856	4	.39	.01	**.53**	.01	.51-.54	.51-.54
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.52	.03	**.91**	.04	.86-.95	.86-.95
Artistic Knowledge (Gkn--A&H)	339,404	6	.39	.00	**.62**	.00	.62-.63	.62-.62
Culinary Knowledge (Gkn--A&H)	338,856	4	.26	.01	**.49**	.00	.47-.52	.49-.49
Literature Knowledge (Gkn--A&H)	339,404	6	.59	.03	**.82**	.02	.78-.85	.79-.84
Behavioral Content Knowledge (Gkn)	548	2	.28	.01	**.56**	.00	.55-.57	.56-.56
Business Knowledge (Gkn)	339,176	5	.44	.01	**.72**	.00	.71-.73	.72-.72
Conventional Knowledge (Gkn)	338,856	4	.25	.03	**.46**	.06	.40-.52	.38-.54
Investigative Knowledge (Gkn)	338,856	4	.39	.01	**.85**	.00	.83-.86	.85-.85
Realistic Knowledge (Gkn)	338,856	4	.51	.00	**.78**	.00	.77-.78	.78-.78
Realistic Knowledge (Applied) (Gkn)	338,856	4	.34	.02	**.70**	.03	.67-.74	.67-.74
Life Sciences Knowledge (Gkn--S)	339,404	6	.63	.02	**1.00**	.02	.97-1.00	.97-1.00
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.46	.03	**.71**	.04	.66-.75	.65-.76
Mechanical Knowledge (Gkn--S)	338,856	4	.48	.01	**.81**	.00	.78-.83	.81-.81
Phys. Sci. Knowledge (App.) (Gkn--S)	339,404	6	.57	.03	**.96**	.00	.92-1.00	.96-.96

Social Studies Knowledge (Gkn)	339,404	6	.68	.01	**.87**	.00	.86-.89	.87-.87
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.51	.03	**.87**	.04	.82-.92	.82-.92
Miscellaneous Knowledge (Gkn)	338,856	4	.43	.04	**.52**	.04	.48-.56	.47-.57
Phys. Sci. Knowledge (App.) (Gkn--S)								
General Cognitive Ability								
g†	667,779	10	.48	.05	**.67**	.00	.65-.70	.67-.67
Fluid Ability								
Induction (Gf)	379,581	26	.32	.03	**.57**	.00	.56-.58	.57-.57
General Sequential Reasoning (Gf)	2,670	3	.06	.06	**.36**	.00	.26-.46	.36-.36
Quantitative Reasoning (Gf)	1,940,124	73	.42	.07	**.63**	.05	.61-.64	.57-.69
Short Term Memory								
Memory Span (Gsm)	339,432	6	.16	.03	**.26**	.04	.22-.29	.20-.31
Working Memory Capacity (Gsm)	10,963	1	.39	--	**.61**	--	.51-.70	--
Meaningful Memory (Gsm)	338,856	4	.10	.03	**.19**	.05	.14-.25	.12-.26
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	576	2	.14	.03	**.21**	.00	.13-.28	.21-.21
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	783	3	.22	.01	**.41**	.00	.36-.46	.41-.41
Associational Fluency (Glr--RF)	437	2	.25	.00	**.54**	.00	.11-.97	.54-.54
Expressional Fluency (Glr--RF)	230	1	.35	--	**.60**	--	.41-.79	--
Originality/Creativity (Glr--RF)	338,856	4	.43	.01	**.74**	.00	.72-.76	.74-.74
Naming Facility (Glr--RF)	230	1	.13	--	**.19**	--	.00-.38	--
Word Fluency (Glr--RF)	397	2	.33	.00	**.57**	.00	.22-.91	.57-.57
Figural Fluency (Glr--RF)	230	1	.18	--	**.31**	--	.09-.53	--
Visual Processing								
Visual Processing (Gv)†	1,260	5	.36	.08	**.57**	.00	.51-.64	.57-.57
Visualization (Gv)	397,392	40	.33	.05	**.55**	.03	.52-.58	.52-.59
Closure Speed (Gv)	443,058	11	.34	.02	**.59**	.00	.57-.61	.59-.59
Flexibility of Closure (Gv)	35,677	12	.30	.05	**.37**	.05	.33-.40	.30-.43
Spatial Scanning (Gv)	230	1	.36	--	**.61**	--	.26-.95	--
Visual Memory (Gv)	230	1	.40	--	**.67**	--	.13-1.00	--
Auditory Processing								
Memory for Sound Patterns (Ga)	478	2	.14	.01	**.43**	.00	.43-.44	.43-.43
Processing Speed								
Processing Speed (Gs)†	346	1	.20	--	**.31**	--	.15-.47	--
Perceptual Speed (Gs--PS)	1,809,310	46	.08	.07	**.32**	.04	.30-.35	.27-.37

Scanning (Gs--PS)	377,790	29	.10	.08	**.18**	.12	.08-.29	.03-.34
Pattern Recognition (Gs--PS)	617	6	.20	.11	**.46**	.00	.39-.53	.46-.46
Number Facility (Gs)	1,809,675	51	.17	.14	**.40**	.11	.37-.44	.27-.54
Acquired Knowledge								
Acquired Knowledge†	2,400	2	.15	.17	**.48**	.12	.29-.66	.33-.63
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.40	.04	**.66**	.03	.60-.73	.62-.71
Mathematics Knowledge (Gq)	2,275,501	70	.30	.08	**.54**	.04	.52-.56	.49-.60
Mathematics Achievement (Gq)	338,856	4	.39	.04	**.66**	.05	.59-.73	.60-.72
Verbal Ability								
Verbal Ability†	928,931	12	.49	.02	**.70**	.00	.69-.71	.70-.70
Reading and Writing								
Reading Comprehension (Grw)	2,079,792	52	.38	.06	**.62**	.03	.61-.64	.59-.66
Native Language Usage (Grw)	340,809	11	.22	.03	**.38**	.03	.34-.42	.33-.42
Spelling Ability (Grw)	340,809	11	.12	.05	**.23**	.08	.15-.32	.13-.34
Comprehension Knowledge								
General Verbal Information (Gc)	345,409	23	.51	.03	**.83**	.00	.82-.83	.83-.83
Language Development (Gc)	338,856	4	.25	.03	**.40**	.04	.36-.45	.35-.45
Lexical Knowledge (Gc)	2,099,884	75	.46	.06	**.69**	.02	.68-.71	.67-.72
Communication Ability (Gc)	338,856	4	.23	.02	**.39**	.03	.35-.43	.35-.43
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.40	.01	**.87**	.00	.86-.88	.87-.87
Artistic Knowledge (Gkn--A&H)	339,404	6	.27	.02	**.53**	.01	.49-.57	.52-.54
Culinary Knowledge (Gkn--A&H)	338,856	4	.18	.01	**.41**	.00	.39-.44	.41-.41
Literature Knowledge (Gkn--A&H)	339,571	7	.41	.01	**.70**	.00	.68-.72	.70-.70
Behavioral Content Knowledge (Gkn)	717	3	.29	.14	**.57**	.02	.49-.64	.54-.60
Business Knowledge (Gkn)	339,176	5	.35	.01	**.71**	.00	.69-.72	.71-.71
Conventional Knowledge (Gkn)	338,856	4	.15	.03	**.33**	.07	.26-.40	.24-.42
Investigative Knowledge (Gkn)	338,856	4	.32	.00	**.86**	.00	.86-.87	.86-.86
Occupational Know.--Military (Gkn)	603	2	.39	.02	**.62**	.00	.61-.64	.62-.62
Realistic Knowledge (Gkn)	338,856	4	.42	.00	**.80**	.00	.80-.80	.80-.80
Realistic Knowledge (Applied) (Gkn)	338,856	4	.34	.02	**.89**	.00	.84-.94	.89-.89
General Science Knowledge (Gkn--S)	1,935,115	63	.56	.04	**.76**	.03	.75-.77	.73-.80
Life Sciences Knowledge (Gkn--S)	340,803	19	.46	.01	**.92**	.00	.89-.94	.92-.92
Life Sci. Knowledge (App.) (Gkn--S)	339,025	5	.33	.03	**.63**	.04	.57-.68	.58-.68
Mechanical Knowledge (Gkn--S)	2,262,710	70	.59	.05	**.83**	.06	.80-.86	.76-.91

Physical Sciences Knowledge (Gkn--S)	339,404	6	.57	.03	**.96**	.00	.92-1.00	.96-.96
Social Studies Knowledge (Gkn)	339,571	7	.48	.01	**.77**	.00	.77-.78	.77-.77
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.40	.01	**.85**	.00	.82-.87	.85-.85
Miscellaneous Knowledge (Gkn)	338,856	4	.35	.02	**.52**	.00	.50-.55	.52-.52
Cognitive Ability Compounds								
c-Acquired Know. & Vis. Process. (Gv)	35,240	10	.57	.04	**.63**	.03	.60-.65	.59-.66
Social Studies Knowledge (Gkn)								
General Cognitve Ability								
g†	197	3	.60	.06	**.58**	.00	.53-.64	.58-.58
Fluid Ability								
Fluid (Gf)†	153	1	.45	--	**.50**	--	.38-.61	--
Induction (Gf)	343,175	9	.48	.01	**.65**	.00	.64-.66	.65-.65
General Sequential Reasoning (Gf)	4,082	3	.48	.02	**.60**	.00	.57-.62	.60-.60
Quantitative Reasoning (Gf)	4,235	4	.55	.03	**.64**	.00	.60-.68	.64-.64
Short Term Memory								
Memory Span (Gsm)	343,175	9	.38	.02	**.47**	.02	.45-.48	.44-.49
Working Memory Capacity (Gsm)	4,082	3	.43	.02	**.51**	.00	.49-.53	.51-.51
Meaningful Memory (Gsm)	338,856	4	.22	.04	**.30**	.05	.26-.35	.24-.37
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	4,082	3	.26	.03	**.30**	.02	.26-.35	.27-.33
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	282	1	.01	--	**.07**	--	-.75-.89	--
Originality/Creativity (Glr--RF)	338,856	4	.52	.01	**.69**	.00	.68-.69	.69-.69
Naming Facility (Glr--RF)	4,082	3	.30	.03	**.35**	.01	.32-.39	.34-.36
Word Fluency (Glr--RF)	320	2	.33	.16	**.40**	.00	.19-.62	.40-.40
Visual Processing								
Visualization (Gv)	343,051	9	.35	.01	**.45**	.00	.44-.45	.45-.45
Visual Memory (Gv)	4,082	3	.17	.04	**.22**	.04	.16-.28	.16-.28
Auditory Processing								
Phonetic Coding (Ga)	4,082	3	.40	.04	**.48**	.04	.43-.54	.43-.53
Processing Speed								
Perceptual Speed (Gs--PS)	342,972	8	.16	.03	**.19**	.04	.16-.22	.14-.24
Scanning (Gs--PS)	338,969	6	.15	.07	**.19**	.08	.11-.27	.09-.30
Pattern Recognition (Gs--PS)	113	2	.13	.04	**.21**	.00	.16-.25	.21-.21
Number Facility (Gs)	342,938	7	.36	.01	**.41**	.02	.40-.43	.39-.43
Reaction Time and Decision Speed								

Mental Comparison Speed (Gt)	34	1	.08	--	**.16**	--	-.52-.84	--
Acquired Knowledge								
Acquired Knowledge†	2,545	9	.74	.10	**.71**	.00	.66-.76	.71-.71
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	363,545	16	.58	.03	**.73**	.00	.71-.75	.73-.73
Mathematics Knowledge (Gq)	338,856	4	.64	.01	**.80**	.00	.79-.82	.80-.80
Mathematics Achievement (Gq)	338,856	4	.56	.04	**.74**	.03	.69-.78	.69-.78
Verbal Ability								
Verbal Ability†	20,719	11	.68	.06	**.67**	.00	.64-.71	.67-.67
Reading and Writing								
Reading Comprehension (Grw)	342,938	7	.71	.02	**.86**	.02	.84-.87	.83-.89
Reading Decoding (Grw)	4,082	3	.57	.04	**.67**	.04	.62-.72	.62-.71
Native Language Usage (Grw)	342,938	7	.47	.02	**.61**	.02	.58-.63	.57-.64
Writing Ability (Grw)	4,082	3	.46	.05	**.53**	.05	.47-.60	.47-.60
Spelling Ability (Grw)	342,938	7	.40	.04	**.58**	.05	.54-.62	.52-.64
Comprehension Knowledge								
General Verbal Information (Gc)	343,662	11	.72	.02	**.89**	.02	.88-.90	.87-.91
Language Development (Gc)	338,940	5	.46	.03	**.56**	.04	.53-.60	.52-.61
Lexical Knowledge (Gc)	343,342	10	.71	.01	**.92**	.00	.91-.93	.92-.92
Communication Ability (Gc)	338,856	4	.49	.02	**.63**	.02	.61-.65	.60-.65
Listening Ability (Gc)	4,082	3	.66	.02	**.80**	.01	.77-.84	.79-.82
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.59	.00	**.97**	.00	.97-.98	.97-.97
Arts and Humanities (Gkn--A&H)	153	1	.84	--	**.80**	--	.76-.84	--
Artistic Knowledge (Gkn--A&H)	339,404	6	.49	.01	**.75**	.00	.74-.76	.75-.75
Culinary Knowledge (Gkn--A&H)	338,856	4	.35	.01	**.61**	.00	.60-.63	.61-.61
Literature Knowledge (Gkn--A&H)	339,571	7	.71	.01	**.94**	.00	.92-.96	.94-.94
Humanities Knowledge (Gkn--A&H)	4,082	3	.72	.02	**1.00**	.00	1.00-1.00	1.00-1.00
Behavioral Content Knowledge (Gkn)	548	2	.19	.09	**.23**	.00	.16-.30	.23-.23
Business Knowledge (Gkn)	339,176	5	.54	.01	**.85**	.00	.84-.86	.85-.85
Conventional Knowledge (Gkn)	338,856	4	.34	.03	**.59**	.05	.54-.64	.53-.65
Investigative Knowledge (Gkn)	338,856	4	.41	.02	**.85**	.02	.81-.90	.83-.88
Occupational Knowledge (Gkn)	48	1	.42	--	**.44**	--	.26-.63	--
Realistic Knowledge (Gkn)	338,856	4	.54	.02	**.79**	.03	.77-.82	.76-.83
Realistic Knowledge (Applied) (Gkn)	338,856	4	.30	.01	**.60**	.01	.59-.62	.59-.62
General Science Knowledge (Gkn--S)	4,082	3	.75	.03	**1.00**	.03	1.00-1.00	1.00-1.00

Life Sciences Knowledge (Gkn--S)	339,571	7	.60	.01	**.90**	.01	.89-.92	.89-.91
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.54	.03	**.80**	.04	.76-.84	.75-.85
Mechanical Knowledge (Gkn--S)	338,890	5	.43	.01	**.69**	.00	.67-.71	.69-.69
Natural Sciences Knowledge (Gkn--S)	20,607	9	.73	.06	**.83**	.06	.79-.88	.75-.91
Physical Sciences Knowledge (Gkn--S)	339,404	6	.68	.01	**.87**	.00	.86-.89	.87-.87
Phys. Sci. Knowledge (App.) (Gkn--S)	339,571	7	.48	.01	**.77**	.00	.77-.78	.77-.77
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.61	.02	**.98**	.00	.96-1.00	.98-.98
Miscellaneous Knowledge (Gkn)	338,856	4	.51	.02	**.58**	.02	.56-.61	.55-.62
Cognitive Ability Compounds								
c-Verbal Ability & Memory	224	1	.29	--	**.34**	--	.23-.44	--
c-Quant. Reas. (Gf) & Num. Fac. (Gs)	113	2	.40	.09	**.40**	.00	.31-.49	.40-.40
Social Stud. Knowledge (Applied) (Gkn)								
Fluid Ability								
Induction (Gf)	338,856	4	.37	.01	**.66**	.00	.64-.68	.66-.66
Short Term Memory								
Memory Span (Gsm)	338,856	4	.28	.00	**.45**	.00	.45-.45	.45-.45
Meaningful Memory (Gsm)	338,856	4	.15	.02	**.27**	.03	.23-.30	.23-.31
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.44	.02	**.76**	.00	.73-.79	.76-.76
Visual Processing								
Visualization (Gv)	338,856	4	.28	.01	**.47**	.00	.46-.49	.47-.47
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.13	.01	**.21**	.01	.19-.22	.19-.22
Scanning (Gs--PS)	338,856	4	.11	.04	**.18**	.06	.11-.24	.09-.26
Number Facility (Gs)	338,856	4	.23	.02	**.35**	.02	.33-.37	.33-.37
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.43	.03	**.72**	.00	.67-.77	.72-.72
Mathematics Knowledge (Gq)	338,856	4	.48	.02	**.79**	.00	.75-.83	.79-.79
Mathematics Achievement (Gq)	338,856	4	.41	.04	**.71**	.05	.65-.78	.65-.78
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.55	.02	**.87**	.00	.84-.90	.87-.87
Native Language Usage (Grw)	338,856	4	.34	.00	**.57**	.00	.57-.58	.57-.57
Spelling Ability (Grw)	338,856	4	.29	.01	**.55**	.00	.54-.56	.55-.55
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.58	.01	**.94**	.00	.92-.96	.94-.94
Language Development (Gc)	338,856	4	.40	.00	**.64**	.00	.63-.65	.64-.64

Lexical Knowledge (Gc)	338,856	4	.57	.02	**.97**	.00	.94-1.00	.97-.97
Communication Ability (Gc)	338,856	4	.35	.01	**.60**	.00	.59-.62	.60-.60
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.49	.02	**1.00**	.02	1.00-1.00	1.00-1.00
Artistic Knowledge (Gkn--A&H)	338,856	4	.43	.02	**.87**	.00	.83-.90	.87-.87
Culinary Knowledge (Gkn--A&H)	338,856	4	.34	.02	**.80**	.00	.75-.85	.80-.80
Literature Knowledge (Gkn--A&H)	338,856	4	.58	.03	**1.00**	.00	.96-1.00	1.00-1.00
Business Knowledge (Gkn)	338,856	4	.43	.02	**.90**	.00	.86-.93	.90-.90
Conventional Knowledge (Gkn)	338,856	4	.25	.01	**.57**	.00	.55-.60	.57-.57
Investigative Knowledge (Gkn)	338,856	4	.34	.01	**.92**	.00	.91-.94	.92-.92
Realistic Knowledge (Gkn)	338,856	4	.40	.00	**.78**	.00	.77-.78	.78-.78
Realistic Knowledge (Applied) (Gkn)	338,856	4	.25	.01	**.66**	.00	.64-.67	.66-.66
Life Sciences Knowledge (Gkn--S)	338,856	4	.46	.02	**.92**	.02	.88-.96	.90-.94
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.43	.00	**.83**	.00	.82-.83	.83-.83
Mechanical Knowledge (Gkn--S)	338,856	4	.35	.00	**.74**	.00	.73-.74	.74-.74
Physical Sciences Knowledge (Gkn--S)	338,856	4	.51	.03	**.87**	.04	.82-.92	.82-.92
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.40	.01	**.85**	.00	.82-.87	.85-.85
Social Studies Knowledge (Gkn)	338,856	4	.61	.02	**.98**	.00	.96-1.00	.98-.98
Miscellaneous Knowledge (Gkn)	338,856	4	.42	.03	**.64**	.04	.59-.69	.59-.69
Miscellaneous Knowledge (Gkn)								
Fluid Ability								
Induction (Gf)	338,856	4	.31	.02	**.40**	.02	.38-.42	.38-.42
Short Term Memory								
Memory Span (Gsm)	338,856	4	.25	.01	**.29**	.01	.28-.30	.29-.30
Meaningful Memory (Gsm)	338,856	4	.14	.01	**.19**	.02	.17-.21	.17-.21
Long Term Storage—Retrieval Fluency								
Originality/Creativity (Glr--RF)	338,856	4	.39	.02	**.48**	.02	.46-.50	.45-.51
Visual Processing								
Visualization (Gv)	338,856	4	.24	.01	**.29**	.02	.27-.30	.27-.31
Processing Speed								
Perceptual Speed (Gs--PS)	338,856	4	.12	.01	**.13**	.01	.12-.14	.12-.14
Scanning (Gs--PS)	338,856	4	.11	.04	**.12**	.04	.08-.16	.07-.18
Number Facility (Gs)	338,856	4	.22	.02	**.24**	.02	.22-.25	.22-.26
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	338,856	4	.39	.02	**.46**	.01	.43-.49	.45-.48
Mathematics Knowledge (Gq)	338,856	4	.43	.02	**.51**	.01	.48-.53	.49-.52

Mathematics Achievement (Gq)	338,856	4	.38	.04	**.46**	.04	.42-.51	.41-.51
Reading and Writing								
Reading Comprehension (Grw)	338,856	4	.49	.02	**.55**	.02	.53-.57	.52-.57
Native Language Usage (Grw)	338,856	4	.31	.01	**.38**	.00	.37-.39	.37-.39
Spelling Ability (Grw)	338,856	4	.27	.01	**.37**	.01	.35-.39	.36-.38
Comprehension Knowledge								
General Verbal Information (Gc)	338,856	4	.52	.02	**.60**	.02	.58-.62	.57-.62
Language Development (Gc)	338,856	4	.34	.01	**.39**	.00	.39-.40	.39-.40
Lexical Knowledge (Gc)	338,856	4	.51	.02	**.62**	.02	.59-.65	.60-.64
Communication Ability (Gc)	338,856	4	.33	.01	**.40**	.01	.39-.41	.38-.42
Domain Specific Knowledge								
Domain Specific Knowledge (Gkn)†	338,856	4	.43	.02	**.66**	.03	.63-.70	.62-.70
Artistic Knowledge (Gkn--A&H)	338,856	4	.37	.01	**.53**	.02	.51-.55	.51-.55
Culinary Knowledge (Gkn--A&H)	338,856	4	.28	.02	**.47**	.02	.44-.50	.45-.49
Literature Knowledge (Gkn--A&H)	338,856	4	.49	.03	**.60**	.03	.57-.63	.57-.63
Business Knowledge (Gkn)	338,856	4	.41	.02	**.60**	.02	.57-.63	.58-.62
Conventional Knowledge (Gkn)	338,856	4	.25	.01	**.40**	.01	.39-.42	.38-.42
Investigative Knowledge (Gkn)	338,856	4	.30	.00	**.58**	.00	.57-.58	.58-.58
Realistic Knowledge (Gkn)	338,856	4	.36	.01	**.49**	.01	.47-.50	.47-.50
Realistic Knowledge (Applied) (Gkn)	338,856	4	.22	.01	**.41**	.02	.39-.43	.39-.44
Life Sciences Knowledge (Gkn--S)	338,856	4	.38	.02	**.54**	.03	.51-.57	.50-.58
Life Sci. Knowledge (App.) (Gkn--S)	338,856	4	.39	.01	**.53**	.00	.53-.54	.53-.53
Mechanical Knowledge (Gkn--S)	338,856	4	.31	.01	**.46**	.00	.45-.47	.46-.46
Physical Sciences Knowledge (Gkn--S)	338,856	4	.43	.04	**.52**	.04	.48-.56	.47-.57
Phys. Sci. Knowledge (App.) (Gkn--S)	338,856	4	.35	.02	**.52**	.00	.50-.55	.52-.52
Social Studies Knowledge (Gkn)	338,856	4	.51	.02	**.58**	.02	.56-.61	.55-.62
Social Stud. Knowledge (App.) (Gkn)	338,856	4	.42	.03	**.64**	.04	.59-.69	.59-.69

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 32

Meta-Analytic Correlations between Narrow Cognitive Ability Test Domains for Cognitive Ability Compounds

Constructs (bold = X variable, others = Y variable)	**N**	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**
c-Verbal Ability & Memory								
Fluid Ability								
Quantitative Reasoning (Gf)	1,200	1	.39	--	**.63**	--	.59-.66	--
Acquired Knowledge								
Acquired Knowledge†	224	1	.48	--	**.78**	--	.71-.85	--
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	359	2	.44	.08	**.64**	.00	.55-.73	.64-.64
Verbal Ability								
Verbal Ability†	1,654	4	.49	.06	**.72**	.00	.67-.77	.72-.72
Reading and Writing								
Native Language Usage (Grw)	95	1	.47	--	**.59**	--	.45-.73	--
Domain Specific Knowledge								
Natural Sciences Knowledge (Gkn--S)	224	1	.34	--	**.40**	--	.29-.50	--
Social Studies Knowledge (Gkn)	224	1	.29	--	**.34**	--	.23-.44	--
c-Acquired Know. & Vis. Process. (Gv)								
Fluid Ability								
Induction (Gf)	37,473	11	.37	.09	**.42**	.09	.36-.48	.31-.53
General Sequential Reasoning (Gf)	2,233	1	.19	--	**.21**	--	.17-.25	--
Quantitative Reasoning (Gf)	37,473	11	.43	.10	**.43**	.09	.37-.48	.31-.54
Visual Processing								
Visualization (Gv)	37,473	11	.50	.07	**.58**	.05	.53-.63	.51-.64
Closure Speed (Gv)	2,233	1	.23	--	**.24**	--	.20-.28	--
Flexibility of Closure (Gv)	35,240	10	.46	.05	**.46**	.05	.42-.50	.39-.52
Processing Speed								
Perceptual Speed (Gs--PS)	2,233	1	.10	--	**.11**	--	.08-.15	--
Scanning (Gs--PS)	35,240	10	.35	.03	**.33**	.00	.32-.35	.33-.33
Acquired Knowledge								
Acquired Knowledge†	2,233	1	.08	--	**.11**	--	.08-.15	--
Quantitative Ability/Knowledge								
Mathematics Knowledge (Gq)	35,240	10	.40	.06	**.40**	.04	.36-.43	.34-.45
Reading and Writing								

Reading Comprehension (Grw)	22,729	9	.37	.06	**.36**	.04	.32-.40	.30-.42
Comprehension Knowledge								
General Verbal Information (Gc)	2,233	1	.07	--	**.08**	--	.03-.12	--
Lexical Knowledge (Gc)	37,473	11	.29	.09	**.28**	.07	.23-.32	.19-.37
Domain Specific Knowledge								
General Science Knowledge (Gkn--S)	35,240	10	.48	.04	**.50**	.03	.47-.52	.45-.54
Mechanical Knowledge (Gkn--S)	22,729	9	.55	.04	**.62**	.04	.58-.65	.57-.66
Phys. Sci. Knowledge (App.) (Gkn--S)	35,240	10	.57	.04	**.63**	.03	.60-.65	.59-.66
c-Quant. Reas. (Gf) & Num. Fac. (Gs)								
General Cognitive Ability								
g†	10,048	38	.58	.09	**.79**	.00	.78-.81	.79-.79
Fluid Ability								
Fluid (Gf)†	4,919	8	.53	.06	**.76**	.00	.74-.79	.76-.76
Induction (Gf)	2,051	16	.43	.09	**.67**	.00	.64-.70	.67-.67
General Sequential Reasoning (Gf)	181	2	.27	.01	**.64**	.00	.63-.65	.64-.64
Quantitative Reasoning (Gf)	2,874	3	.67	.08	**.84**	.04	.78-.90	.79-.90
Short Term Memory								
Memory Span (Gsm)	352	4	.29	.21	**.27**	.11	.10-.45	.13-.42
Long Term Storage—Learning Efficiency								
Associative Memory (Glr--LE)	283	3	.26	.09	**.47**	.00	.39-.55	.47-.47
Meaningful Memory (Glr--LE)	108	2	.29	.06	**.48**	.00	.41-.55	.48-.48
Long Term Storage—Retrieval Fluency								
Ideational Fluency (Glr--RF)	175	1	.23	--	**.45**	--	.34-.56	--
Naming Facility (Glr--RF)	177	1	.49	--	**.73**	--	.65-.81	--
Visual Processing								
Visualization (Gv)	43,759	32	.42	.04	**.58**	.00	.56-.59	.58-.58
Closure Speed (Gv)	234	4	.29	.13	**.63**	.02	.55-.71	.60-.65
Flexibility of Closure (Gv)	108	2	.30	.15	**.32**	.07	.13-.51	.23-.41
Spatial Scanning (Gv)	207	1	.46	--	**.74**	--	.67-.81	--
Auditory Processing								
Memory for Sound Patterns (Ga)	2,649	1	.38	--	**.71**	--	.69-.74	--
Processing Speed								
Processing Speed (Gs)†	175	1	.34	--	**.32**	--	.21-.43	--
Perceptual Speed (Gs--PS)	1,346	14	.49	.08	**.76**	.00	.74-.79	.76-.76
Scanning (Gs--PS)	42,698	20	.60	.02	**.80**	.00	.80-.81	.80-.80
Pattern Recognition (Gs--PS)	42,417	18	.51	.02	**.68**	.00	.67-.69	.68-.68

Number Facility (Gs)	876	9	.68	.12	**.87**	.06	.82-.92	.80-.95
Acquired Knowledge								
Acquired Knowledge†	335	6	.57	.15	**.88**	.05	.81-.95	.82-.95
Quantitative Ability/Knowledge								
Quantitative Ability (Gq)†	1,268	11	.73	.09	**.86**	.00	.82-.89	.86-.86
Mathematics Knowledge (Gq)	1,165	9	.64	.07	**.83**	.00	.80-.85	.83-.83
Verbal Ability								
Verbal Ability†	48,439	35	.59	.05	**.76**	.00	.75-.77	.76-.76
Reading and Writing								
Reading Comprehension (Grw)	2,088	10	.42	.15	**.74**	.07	.69-.80	.65-.83
Reading Speed (Grw)	1,133	2	.37	.08	**.71**	.00	.64-.78	.71-.71
Native Language Usage (Grw)	776	9	.45	.08	**.56**	.00	.52-.60	.56-.56
Writing Ability (Grw)	392	3	.61	.03	**.86**	.00	.84-.87	.86-.86
Spelling Ability (Grw)	1,367	15	.51	.10	**.43**	.00	.39-.47	.43-.43
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	108	2	.34	.03	**.71**	.00	.69-.73	.71-.71
General Verbal Information (Gc)	69	1	.57	--	**.72**	--	.59-.84	--
Language Development (Gc)	69	1	.48	--	**.68**	--	.55-.80	--
Lexical Knowledge (Gc)	1,743	7	.32	.11	**.68**	.05	.63-.72	.62-.74
Domain Specific Knowledge								
Mechanical Knowledge (Gkn--S)	1,672	13	.25	.13	**.51**	.05	.46-.56	.44-.57
Natural Sciences Knowledge (Gkn--S)	113	2	.48	.10	**.49**	.00	.38-.60	.49-.49
Social Studies Knowledge (Gkn)	113	2	.40	.09	**.40**	.00	.31-.49	.40-.40
c-Fluid (Gf)† & Processing Speed (Gs)†								
General Cognitive Ability								
g†	2,662	15	.58	.07	**.65**	.03	.61-.69	.62-.69
Fluid Ability								
Fluid (Gf)†	56	1	.18	--	**.48**	--	.28-.68	--
Induction (Gf)	2,683	15	.46	.07	**.62**	.02	.57-.68	.60-.64
General Sequential Reasoning (Gf)	2,506	14	.43	.09	**.52**	.07	.46-.57	.43-.60
Quantitative Reasoning (Gf)	212	2	.34	.16	**.59**	.10	.43-.76	.47-.71
Short Term Memory								
Short Term Memory (Gsm)†	177	1	.31	--	**.47**	--	.35-.59	--
Memory Span (Gsm)	2,450	13	.43	.06	**.50**	.01	.46-.54	.49-.52
Working Memory Capacity (Gsm)	2,450	13	.52	.07	**.59**	.05	.55-.64	.52-.66
Long Term Storage and Retrieval								

Long Term Storage and Retrieval (Glr)†	177	1	.42	--	**.59**	--	.48-.69	--
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	177	1	.40	--	**.64**	--	.54-.75	--
Visual Processing								
Visual Processing (Gv)†	177	1	.37	--	**.60**	--	.50-.70	--
Visualization (Gv)	2,450	13	.51	.06	**.64**	.03	.60-.68	.60-.67
Closure Speed (Gv)	2,450	13	.46	.06	**.56**	.03	.52-.61	.52-.60
Auditory Processing								
Auditory Processing (Ga)†	177	1	.33	--	**.64**	--	.54-.74	--
Processing Speed								
Processing Speed (Gs)†	177	1	.44	--	**.43**	--	.32-.55	--
Perceptual Speed (Gs--PS)	2,627	14	.65	.06	**.75**	.04	.72-.79	.70-.81
Scanning (Gs--PS)	2,450	13	.65	.06	**.78**	.05	.74-.82	.73-.84
Number Facility (Gs)	177	1	.52	--	**.75**	--	.67-.83	--
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	177	1	.38	--	**.68**	--	.60-.77	--
General Verbal Information (Gc)	2,450	13	.46	.05	**.54**	.00	.51-.58	.54-.54
Language Development (Gc)	2,450	13	.45	.08	**.53**	.06	.48-.58	.45-.61
Lexical Knowledge (Gc)	2,485	14	.50	.06	**.63**	.00	.59-.67	.63-.63
c-Fluid (Gf) & Visual Processing (Gv)								
General Cognitive Ability								
g†	1,677	16	.82	.03	**.89**	.01	.86-.91	.88-.89
Fluid Abiility								
Fluid (Gf)†	430	4	.22	.15	**.51**	.00	.40-.62	.51-.51
Induction (Gf)	1,809	18	.69	.09	**.89**	.00	.84-.94	.89-.89
General Sequential Reasoning (Gf)	62	1	.25	--	**.58**	--	.40-.76	--
Quantitative Reasoning (Gf)	177	1	.54	--	**.75**	--	.67-.82	--
Short Term Memory								
Short Term Memory (Gsm)†	177	1	.43	--	**.58**	--	.47-.69	--
Long Term Storage and Retrieval								
Long Term Storage and Retrieval (Glr)†	177	1	.49	--	**.65**	--	.56-.75	--
Long Term Storage—Retrieval Fluency								
Naming Facility (Glr--RF)	177	1	.51	--	**.74**	--	.65-.83	--
Visual Processing								
Visual Processing (Gv)†	545	4	.34	.23	**.59**	.15	.40-.77	.40-.77
Visualization (Gv)	1,500	15	.90	.02	**1.00**	.00	1.00-1.00	1.00-1.00

Auditory Processing								
Auditory Processing (Ga)†	177	1	.41	--	**.71**	--	.61-.80	--
Processing Speed								
Processing Speed (Gs)†	177	1	.46	--	**.46**	--	.35-.57	--
Perceptual Speed (Gs--PS)	177	1	.45	--	**.71**	--	.62-.79	--
Number Facility (Gs)	177	1	.46	--	**.71**	--	.63-.80	--
Comprehension Knowledge								
Comprehension Knowledge (Gc)†	177	1	.52	--	**.78**	--	.71-.85	--
Lexical Knowledge (Gc)	1,500	15	.57	.09	**.69**	.06	.64-.75	.62-.77

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies; SD_r = sample-size weighted standard deviation of observed correlations; ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. †=tests classified as direct measure of higher-order construct.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains

	1. Induction (Gf)	2. Sequential Reasoning (Gf)	3. Quantitative Reasoning (Gf)	4. Memory Span (Gsm)	5. Working Memory (Gsm)	6. Meaningful Memory (Gsm)
1. Induction (Gf)	……..	N=33973, k=68	N=76038, k=83	N=361134, k=70	N=11210, k=29	N=338856, k=4
2. General Sequential Reasoning (Gf)	.68 (.64-.72)	……..	N=27101, k=31	N=13548, k=41	N=9928, k=25	--
3. Quantitative Reasoning (Gf)	.73 (.69-.76)	.58 (.52-.64)	……..	N=13767, k=24	N=18666, k=10	--
4. Memory Span (Gsm)	.46 (.46-.47)	.44 (.41-.47)	.33 (.30-.37)	……..	N=11154, k=27	N=338856, k=4
5. Working Memory Capacity (Gsm)	.64 (.59-.68)	.53 (.48-.57)	.58 (.49-.68)	.58 (.52-.64)	……..	--
6. Meaningful Memory (Gsm)	.35 (.32-.38)	--	--	.50 (.49-.51)	--	……..
7. Associative Memory (Glr—LE)	.58 (.52-.64)	.51 (.42-.60)	.40 (.34-.46)	.36 (.31-.41)	.44 (.39-.48)	--
8. Meaningful Memory (Glr—LE)	.50 (.40-.60)	.48 (.41-.54)	.40 (.34-.46)	.25 (.17-.32)	.44 (.39-.48)	--
9. Free Recall Memory (Glr—LE)	.39 (.34-.44)	--	.23 (.18-.28)	.96 (.90-1.00)	--	--
10. Long Term Visual Memory (Glr—LE)	.41 (.32-.50)	.37 (.29-.46)	--	.20 (.09-.31)	--	--
11. Ideational Fluency (Glr—RF)	.45 (.40-.50)	.45 (.17-.73)	.44 (.35-.52)	.29 (.20-.38)	--	--
12. Associational Fluency (Glr—RF)	.51 (.30-.72)	.49 (.24-.73)	.59 (.42-.75)	.58 (.36-.80)	--	--
13. Expressional Fluency (Glr—RF)	.56 (.27-.85)	.49 (.11-.86)	.65 (.35-.94)	.61 (.35-.87)	.54 (.40-.69)	--
14. Originality/Creativity (Glr—RF)	.69 (.67-.71)	.52 (.47-.58)	.52 (.34-.70)	.44 (.43-.45)	--	.37 (.34-.40)
15. Naming Facility (Glr—RF)	.43 (.37-.49)	.29 (.26-.33)	.29 (.25-.34)	.35 (.33-.38)	.38 (.33-.42)	--
16. Word Fluency (Glr—RF)	.56 (.50-.62)	.61 (.49-.73)	.43 (.37-.49)	.42 (.35-.49)	--	--
17. Figural Fluency (Glr—RF)	.17 (-.05-.39)	.21 (-.35-.76)	.29 (-.07-.65)	.29 (-.03-.61)	--	--
18. Visualization (Gv)	.65 (.64-.66)	.57 (.53-.60)	.61 (.58-.64)	.28 (.26-.29)	.53 (.50-.56)	.22 (.20-.24)
19. Speeded Rotation (Gv)	--	--	--	.17 (.06-.29)	--	--
20. Closure Speed (Gv)	.61 (.57-.65)	.59 (.55-.62)	.72 (.70-.74)	.35 (.31-.39)	.67 (.57-.76)	--
21.Flexibility of Closure (Gv)	.45 (.42-.49)	.25 (.19-.32)	.45 (.42-.48)	.31 (.15-.48)	--	--
22. Spatial Scanning (Gv)	.57 (.48-.66)	.52 (.40-.63)	.62 (.56-.69)	.27 (.08-.47)	--	--
23. Imagery (Gv)	.78 (.71-.85)	--	.75 (.67-.82)	--	--	--
24. Visual Memory (Gv)	.44 (.38-.50)	.47 (.41-.54)	.22 (.15-.29)	.32 (.29-.34)	.40 (.33-.46)	--
25. Phonetic Coding (Ga)	.60 (.55-.65)	.49 (.43-.56)	.43 (.38-.49)	.53 (.47-.59)	.51 (.46-.56)	--
26. Memory for Sound Patterns (Ga)	.64 (.51-.77)	.53 (.44-.62)	.67 (.64-.69)	--	--	--
27. Maintaining/Judging Rhythm (Ga)	.57 (.56-.58)	--	--	.47 (.42-.53)	--	--
28. Absolute Pitch (Ga)	.57 (.43-.70)	.49 (.47-.52)	.43 (.34-.52)	--	--	--
29. Scanning (Gs—PS)	.32 (.29-.34)	.57 (.52-.61)	.63 (.60-.66)	.18 (.16-.20)	.58 (.52-.65)	.20 (.14-.25)
30. Pattern Recognition (Gs—PS)	.51 (.45-.57)	.64 (.47-.81)	.49 (.39-.58)	.28 (.22-.34)	--	--
31. Reading Speed (Gs)	.58 (.54-.62)	.49 (.45-.53)	.44 (.29-.59)	.49 (.46-.53)	.52 (.45-.60)	--
32. Number Facility (Gs)	.46 (.45-.47)	.46 (.39-.53)	.68 (.67-.69)	.33 (.32-.34)	.48 (.44-.53)	.28 (.25-.31)
33. Choice Reaction Time (Gt)	.54 (.37-.70)	--	.50 (.35-.65)	.13 (-.04-.30)	--	--
34. Semantic Processing Speed (Gt)	.49 (.34-.63)	.42 (.29-.55)	.32 (.16-.47)	.28 (.21-.36)	.40 (.27-.53)	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	1. Induction (Gf)	2. Sequential Reasoning (Gf)	3. Quantitative Reasoning (Gf)	4. Memory Span (Gsm)	5. Working Memory (Gsm)	6. Meaningful Memory (Gsm)
36. Mathematics Knowledge (Gq)	.69 (.67-.70)	.54 (.46-.62)	.86 (.85-.86)	.47 (.45-.50)	.73 (.70-.75)	.29 (.26-.32)
37. Mathematics Achievement (Gq)	.72 (.68-.77)	--	--	.48 (.46-.50)	--	.33 (.32-.35)
38. Reading Comprehension (Grw)	.76 (.74-.77)	.55 (.47-.63)	.77 (.75-.78)	.56 (.55-.57)	.54 (.48-.59)	.43 (.39-.48)
39. Reading Decoding (Grw)	.55 (.48-.62)	.45 (.36-.54)	.56 (.51-.62)	.49 (.43-.54)	.48 (.41-.55)	--
40. Reading Speed (Grw)	.71 (.65-.77)	--	.57 (.50-.64)	.08 (-.05-.20)	--	--
41. Native Language Usage (Grw)	.63 (.61-.64)	.56 (.47-.64)	.70 (.65-.76)	.52 (.51-.52)	.60 (.55-.66)	.40 (.37-.43)
42. Writing Ability (Grw)	.55 (.43-.67)	.49 (.39-.58)	.56 (.51-.61)	.42 (.34-.51)	.44 (.34-.53)	--
43. Spelling Ability (Grw)	.52 (.49-.54)	.59 (.48-.71)	.71 (.67-.76)	.58 (.57-.59)	.64 (.56-.72)	.37 (.33-.41)
44. General Verbal information (Gc)	.68 (.66-.69)	.56 (.51-.60)	.56 (.51-.62)	.47 (.46-.48)	.54 (.50-.59)	.34 (.28-.40)
45. Language Development (Gc)	.57 (.55-.58)	.60 (.55-.64)	.60 (.59-.61)	.49 (.49-.50)	.56 (.50-.62)	.30 (.27-.33)
46. Lexical Knowledge (Gc)	.73 (.72-.75)	.58 (.54-.62)	.75 (.73-.76)	.53 (.52-.53)	.56 (.52-.61)	.38 (.33-.43)
47. Communication Ability (Gc)	.65 (.64-.66)	--	--	.53 (.53-.54)	--	.43 (.39-.47)
48. Listening Ability (Gc)	.65 (.59-.72)	.54 (.45-.62)	.50 (.45-.54)	.48 (.44-.52)	.53 (.48-.58)	--
49. Artistic Knowledge (Gkn—A&H)	.62 (.61-.62)	--	--	.53 (.52-.53)	--	.34 (.30-.38)
50. Culinary Knowledge (Gkn—A&H)	.50 (.48-.53)	--	--	.43 (.42-.45)	--	.23 (.22-.24)
51. Literature Knowledge (Gkn—A&H)	.66 (.64-.67)	--	--	.53 (.52-.54)	--	.33 (.31-.36)
52. Humanities Knowledge (Gkn—A&H)	.68 (.60-.75)	.66 (.60-.72)	.73 (.66-.81)	.65 (.61-.69)	.69 (.64-.74)	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	.63 (.60-.66)	--	--	.46 (.46-.47)	--	.34 (.31-.38)
55. Conventional Knowledge (Gkn)	.52 (.49-.55)	--	--	.48 (.46-.49)	--	.37 (.33-.41)
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	.68 (.66-.71)	--	--	.43 (.38-.48)	--	.26 (.20-.33)
58. Occupational Knowledge (Gkn)	--	1.00 (1.00-1.00)	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	.55 (.54-.57)	--	--	.34 (.29-.39)	--	.25 (.19-.31)
61. Realistic Knowledge (Applied) (Gkn)	.42 (.41-.44)	--	--	.18 (.13-.22)	--	.16 (.12-.21)
62. General Science Knowledge (Gkn—S)	.76 (.71-.80)	.58 (.54-.62)	.77 (.75-.78)	.50 (.48-.52)	.70 (.68-.72)	--
63. Life Sciences Knowledge (Gkn—S)	.65 (.64-.67)	--	.66 (.62-.69)	.45 (.43-.47)	--	.34 (.30-.37)
64. Life Sciences Knowledge (Applied) (Gkn—S)	.63 (.61-.65)	--	--	.52 (.49-.55)	--	.38 (.31-.45)
65. Mechanical Knowledge (Gkn—S)	.65 (.63-.66)	.49 (.40-.57)	.77 (.75-.78)	.28 (.25-.31)	.77 (.74-.81)	.24 (.18-.30)
66. Natural Sciences Knowledge (Gkn—S)	.46 (.26-.67)	--	--	.40 (.15-.64)	--	--
67. Phys. Science Knowledge (Gkn—S)	.66 (.65-.68)	--	--	.41 (.39-.43)	--	.28 (.23-.33)
68. Phys. Science Knowledge (Applied) (Gkn—S)	.57 (.56-.58)	.36 (.26-.46)	.63 (.61-.64)	.26 (.22-.29)	.61 (.51-.70)	.19 (.14-.25)
69. Social Studies Knowledge (Gkn)	.65 (.64-.66)	.60 (.57-.62)	.64 (.60-.68)	.47 (.45-.48)	.51 (.49-.53)	.30 (.26-.35)
70. Social Studies Knowledge (Applied) (Gkn)	.66 (.64-.68)	--	--	.45 (.45-.45)	--	.27 (.23-.30)

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	7. Associative Mem. (Glr--LE)	8. Meaningful Mem. (Glr—LE)	9. Free Recall Mem. (Glr—LE)	10. LT Visual Mem. (Glr—LE)	11. Ideational Flu. (Glr—RF)	12. Associational Flu. (Glr—RF)
1. Induction (Gf)	N=11698, k=23	N=2311, k=8	N=2525, k=9	N=433, k=1	N=5309, k=15	N=437, k=2
2. General Sequential Reasoning (Gf)	N=7804, k=11	N=1584, k=4	--	N=433, k=1	N=1134, k=6	N=437, k=2
3. Quantitative Reasoning (Gf)	N=10676, k=17	N=1480, k=4	N=2525, k=9	--	N=2896, k=7	N=437, k=2
4. Memory Span (Gsm)	N=13620, k=32	N=4703, k=22	N=2712, k=11	N=433, k=1	N=4202, k=8	N=347, k=2
5. Working Memory Capacity (Gsm)	N=8119, k=20	N=3651, k=19	--	--	--	--
6. Meaningful Memory (Gsm)	--	--	--	--	--	--
7. Associative Memory (Glr—LE)	……...	N=4703, k=22	--	N=433, k=1	N=3193, k=7	N=230, k=1
8. Meaningful Memory (Glr—LE)	.50 (.44-.55)	……...	--	N=433, k=1	N=1052, k=3	--
9. Free Recall Memory (Glr—LE)	--	--	……...	--	--	N=117, k=1
10. Long Term Visual Memory (Glr—LE)	.37 (.27-.46)	.47 (.39-.56)	--	……...	N=433, k=1	--
11. Ideational Fluency (Glr—RF)	.31 (.26-.37)	.42 (.29-.54)	--	.36 (.26-.46)	……...	N=498, k=3
12. Associational Fluency (Glr—RF)	.51 (.31-.70)	--	.31 (.13-.49)	--	.66 (.52-.80)	……...
13. Expressional Fluency (Glr—RF)	.38 (.12-.65)	--	--	--	.63 (.45-.82)	.80 (.61-.99)
14. Originality/Creativity (Glr—RF)	.32 (.17-.46)	.38 (.36-.40)	--	--	.55 (.54-.56)	--
15. Naming Facility (Glr—RF)	.29 (.20-.38)	.26 (.18-.35)	--	--	.42 (.21-.63)	.50 (.30-.70)
16. Word Fluency (Glr—RF)	.47 (.39-.55)	.56 (.39-.73)	.40 (.35-.46)	.45 (.36-.54)	.64 (.53-.76)	.82 (.66-.98)
17. Figural Fluency (Glr—RF)	.17 (-.08-.41)	--	--	--	.42 (.18-.66)	.37 (.06-.67)
18. Visualization (Gv)	.49 (.43-.54)	.35 (.27-.44)	.13 (.09-.18)	.34 (.28-.41)	.40 (.31-.48)	.43 (.19-.67)
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	.39 (.35-.43)	.45 (.33-.58)	--	.38 (.30-.46)	.44 (.17-.70)	.42 (.05-.79)
21.Flexibility of Closure (Gv)	.31 (.22-.41)	.33 (.04-.62)	--	.26 (.14-.38)	.33 (.05-.60)	.42 (.22-.62)
22. Spatial Scanning (Gv)	.39 (.29-.49)	.44 (.36-.52)	--	.38 (.29-.46)	.41 (.27-.54)	.45 (.19-.70)
23. Imagery (Gv)	--	--	--	--	--	--
24. Visual Memory (Gv)	.41 (.35-.46)	.38 (.33-.42)	--	.75 (.68-.81)	.42 (.23-.60)	.54 (-.08-1.00)
25. Phonetic Coding (Ga)	.49 (.42-.55)	.37 (.31-.43)	--	--	--	--
26. Memory for Sound Patterns (Ga)	--	--	--	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	.41 (.35-.47)	--
28. Absolute Pitch (Ga)	--	--	--	--	--	--
29. Scanning (Gs—PS)	.45 (.38-.52)	.48 (.40-.55)	.30 (.27-.33)	.38 (.31-.45)	.50 (.32-.69)	.52 (.35-.69)
30. Pattern Recognition (Gs—PS)	.36 (.26-.46)	.35 (.16-.55)	--	--	.28 (.15-.42)	--
31. Reading Speed (Gs)	.43 (.32-.54)	.41 (.33-.50)	--	--	--	--
32. Number Facility (Gs)	.33 (.26-.41)	.41 (.35-.47)	.19 (.15-.24)	.42 (.35-.50)	.45 (.38-.52)	.50 (.31-.68)
33. Choice Reaction Time (Gt)	--	--	.40 (.25-.55)	--	--	.36 (.21-.50)
34. Semantic Processing Speed (Gt)	.39 (.21-.57)	.32 (.24-.41)	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	7. Associative Mem. (Glr--LE)	8. Meaningful Mem. (Glr—LE)	9. Free Recall Mem. (Glr—LE)	10. LT Visual Mem. (Glr—LE)	11. Ideational Flu. (Glr—RF)	12. Associational Flu. (Glr—RF)
36. Mathematics Knowledge (Gq)	.51 (.46-.56)	.48 (.45-.51)	--	--	.43 (.38-.47)	.64 (.50-.79)
37. Mathematics Achievement (Gq)	--	--	--	--	.30 (.11-.49)	--
38. Reading Comprehension (Grw)	.47 (.41-.52)	.44 (.37-.52)	--	--	.49 (.21-.76)	.73 (.43-1.00)
39. Reading Decoding (Grw)	.39 (.32-.46)	.38 (.36-.40)	--	--	--	--
40. Reading Speed (Grw)	--	--	--	--	--	--
41. Native Language Usage (Grw)	.34 (.22-.47)	.51 (.46-.56)	--	--	--	--
42. Writing Ability (Grw)	.39 (.30-.49)	.40 (.27-.52)	--	--	--	--
43. Spelling Ability (Grw)	.48 (.36-.60)	.51 (.42-.61)	--	--	--	--
44. General Verbal information (Gc)	.46 (.36-.55)	.58 (.51-.65)	--	.40 (.30-.49)	.56 (.33-.78)	.41 (.28-.54)
45. Language Development (Gc)	.42 (.34-.51)	.60 (.53-.66)	--	.39 (.31-.48)	.48 (.33-.63)	--
46. Lexical Knowledge (Gc)	.45 (.40-.51)	.53 (.34-.71)	.40 (.35-.44)	.46 (.39-.53)	.54 (.47-.61)	.73 (.62-.85)
47. Communication Ability (Gc)	--	--	--	--	--	--
48. Listening Ability (Gc)	.46 (.39-.53)	.54 (.48-.59)	--	--	--	--
49. Artistic Knowledge (Gkn—A&H)	--	--	--	--	--	--
50. Culinary Knowledge (Gkn—A&H)	--	--	--	--	--	--
51. Literature Knowledge (Gkn—A&H)	--	--	--	--	--	--
52. Humanities Knowledge (Gkn—A&H)	.46 (.39-.53)	--	--	--	--	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	--	--	--	--	--	--
55. Conventional Knowledge (Gkn)	--	--	--	--	--	--
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	--	--	--	--	--	--
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	--	--	--	--	--	--
61. Realistic Knowledge (Applied) (Gkn)	--	--	--	--	--	--
62. General Science Knowledge (Gkn—S)	.43 (.40-.45)	--	--	--	.46 (.40-.52)	.73 (.54-.92)
63. Life Sciences Knowledge (Gkn—S)	--	--	--	--	--	--
64. Life Sciences Knowledge (Applied) (Gkn—S)	--	--	--	--	--	--
65. Mechanical Knowledge (Gkn—S)	.41 (.36-.46)	.54 (.51-.57)	--	--	.42 (.33-.51)	.66 (.45-.87)
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	.03 (-.10-.17)	--
67. Phys. Science Knowledge (Gkn—S)	--	--	--	--	--	--
68. Phys. Science Knowledge (Applied) (Gkn—S)	.21 (.13-.28)	--	--	--	.41 (.36-.46)	.54 (.11-.97)
69. Social Studies Knowledge (Gkn)	.30 (.26-.35)	--	--	--	.07 (-.05-.20)	--
70. Social Studies Knowledge (Applied) (Gkn)	--	--	--	--	--	--

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	13. Expressional Flu. (Glr—RF)	14. Origin./Creat. (Glr—RF)	15. Naming Facility (Glr—RF)	16. Word Fluency (Glr—RF)	17. Figural Flu. (Glr—RF)	18. Visualization (Gv)
1. Induction (Gf)	N=230, k=1	N=339557, k=7	N=7225, k=11	N=6094, k=25	N=230, k=1	N=432122, k=168
2. General Sequential Reasoning (Gf)	N=230, k=1	N=255, k=3	N=7552, k=11	N=1401, k=8	N=230, k=1	N=31977, k=57
3. Quantitative Reasoning (Gf)	N=230, k=1	N=411, k=2	N=8032, k=16	N=4267, k=19	N=230, k=1	N=103675, k=94
4. Memory Span (Gsm)	N=230, k=1	N=339475, k=6	N=6806, k=7	N=3982, k=15	N=230, k=1	N=359213, k=62
5. Working Memory Capacity (Gsm)	N=110, k=1	--	N=6588, k=7	--	--	N=10544, k=26
6. Meaningful Memory (Gsm)	--	N=338856, k=4	--	--	--	N=338856, k=4
7. Associative Memory (Glr—LE)	N=230, k=1	N=701, k=3	N=6712, k=7	N=1036, k=4	N=230, k=1	N=11249, k=22
8. Meaningful Memory (Glr—LE)	--	N=619, k=2	N=1151, k=3	N=723, k=2	--	N=2311, k=8
9. Free Recall Memory (Glr—LE)	--	--	--	N=2525, k=9	--	N=2525, k=9
10. Long Term Visual Memory (Glr—LE)	--	--	--	N=433, k=1	--	N=523, k=2
11. Ideational Fluency (Glr—RF)	N=324, k=2	N=1017, k=6	N=230, k=1	N=1395, k=6	N=230, k=1	N=4918, k=12
12. Associational Fluency (Glr—RF)	N=230, k=1	--	N=230, k=1	N=291, k=2	N=230, k=1	N=437, k=2
13. Expressional Fluency (Glr—RF)	……....	--	N=230, k=1	N=230, k=1	N=230, k=1	N=230, k=1
14. Originality/Creativity (Glr—RF)	--	……....	--	N=372, k=2	--	N=339557, k=7
15. Naming Facility (Glr—RF)	.39 (.13-.65)	--	……....	N=230, k=1	N=230, k=1	N=7512, k=13
16. Word Fluency (Glr—RF)	.75 (.55-.95)	.54 (.30-.78)	.33 (-.01-.67)	……....	N=230, k=1	N=5330, k=23
17. Figural Fluency (Glr—RF)	.38 (.12-.65)	--	.23 (-.01-.47)	.39 (.12-.65)	……....	N=230, k=1
18. Visualization (Gv)	.53 (.22-.84)	.55 (.52-.58)	.28 (.24-.32)	.33 (.29-.38)	.21 (-.02-.44)	……....
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	.41 (.07-.75)	.48 (.40-.57)	.35 (.20-.50)	.58 (.42-.74)	.13 (-.07-.33)	.62 (.58-.66)
21.Flexibility of Closure (Gv)	.61 (.39-.84)	.12 (-.07-.32)	.21 (.10-.32)	.42 (.24-.60)	.23 (-.09-.54)	.61 (.57-.64)
22. Spatial Scanning (Gv)	.51 (.32-.71)	.70 (.56-.85)	.43 (.32-.53)	.46 (.34-.59)	.22 (-.05-.49)	.60 (.54-.67)
23. Imagery (Gv)	--	--	--	.70 (.40-1.00)	--	.70 (.67-.72)
24. Visual Memory (Gv)	.52 (.03-1.00)	--	.39 (.32-.45)	.49 (.21-.78)	.08 (-.02-.18)	.51 (.45-.58)
25. Phonetic Coding (Ga)	--	--	.33 (.27-.38)	--	--	.51 (.45-.57)
26. Memory for Sound Patterns (Ga)	--	--	.42 (.32-.51)	--	--	.50 (.47-.52)
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	.47 (.37-.57)
28. Absolute Pitch (Ga)	--	--	.37 (.28-.47)	--	--	.55 (.51-.60)
29. Scanning (Gs—PS)	.60 (.31-.89)	.22 (.16-.27)	.50 (.39-.61)	.44 (.39-.48)	.22 (-.01-.44)	.30 (.28-.33)
30. Pattern Recognition (Gs—PS)	--	--	.55 (.44-.66)	--	--	.63 (.55-.71)
31. Reading Speed (Gs)	--	--	.57 (.48-.66)	--	--	.40 (.36-.45)
32. Number Facility (Gs)	.58 (.35-.80)	.36 (.34-.37)	.55 (.51-.58)	.49 (.45-.53)	.37 (.17-.57)	.29 (.27-.30)
33. Choice Reaction Time (Gt)	--	--	--	--	--	.30 (.12-.48)
34. Semantic Processing Speed (Gt)	--	--	.48 (.39-.57)	--	--	.44 (.31-.56)
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	13. Expressional Flu. (Glr—RF)	14. Origin./Creat. (Glr—RF)	15. Naming Facility (Glr—RF)	16. Word Fluency (Glr—RF)	17. Figural Flu. (Glr—RF)	18. Visualization (Gv)
36. Mathematics Knowledge (Gq)	.70 (.47-.92)	.68 (.66-.69)	.54 (.38-.70)	.62 (.42-.81)	.29 (-.10-.68)	.53 (.50-.55)
37. Mathematics Achievement (Gq)	.52 (.36-.68)	.68 (.64-.72)	--	--	--	.52 (.48-.57)
38. Reading Comprehension (Grw)	.72 (.44-1.00)	.79 (.79-.80)	.38 (.34-.43)	.68 (.42-.94)	.30 (-.70-1.00)	.48 (.47-.49)
39. Reading Decoding (Grw)	--	--	.33 (.29-.37)	--	--	.48 (.45-.51)
40. Reading Speed (Grw)	--	--	.59 (.53-.64)	.56 (.40-.71)	--	.72 (.39-1.00)
41. Native Language Usage (Grw)	--	.56 (.55-.58)	.28 (.21-.36)	--	--	.37 (.35-.39)
42. Writing Ability (Grw)	--	--	.30 (.22-.38)	--	--	.45 (.38-.52)
43. Spelling Ability (Grw)	--	.50 (.46-.53)	.34 (.28-.41)	--	--	.22 (.18-.26)
44. General Verbal information (Gc)	--	.75 (.75-.76)	.33 (.26-.39)	.65 (.54-.75)	--	.49 (.48-.50)
45. Language Development (Gc)	--	.61 (.60-.62)	--	.53 (.40-.67)	--	.37 (.36-.38)
46. Lexical Knowledge (Gc)	.77 (.46-1.00)	.80 (.79-.81)	.48 (.42-.53)	.65 (.61-.68)	.26 (-.13-.65)	.50 (.49-.51)
47. Communication Ability (Gc)	--	.60 (.59-.60)	--	--	--	.36 (.34-.38)
48. Listening Ability (Gc)	--	--	.39 (.34-.45)	--	--	.50 (.44-.56)
49. Artistic Knowledge (Gkn—A&H)	--	.68 (.67-.68)	--	--	--	.37 (.36-.38)
50. Culinary Knowledge (Gkn—A&H)	--	.60 (.57-.62)	--	--	--	.26 (.25-.27)
51. Literature Knowledge (Gkn—A&H)	--	.73 (.72-.75)	--	.67 (.56-.77)	--	.41 (.40-.43)
52. Humanities Knowledge (Gkn—A&H)	--	--	.43 (.40-.47)	--	--	.64 (.57-.71)
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	--	.74 (.71-.76)	--	--	--	.42 (.41-.44)
55. Conventional Knowledge (Gkn)	--	.55 (.52-.57)	--	--	--	.30 (.28-.33)
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	--	.71 (.69-.73)	--	--	--	.55 (.54-.56)
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	.43 (.34-.52)
60. Realistic Knowledge (Gkn)	--	.64 (.64-.65)	--	--	--	.46 (.45-.47)
61. Realistic Knowledge (Applied) (Gkn)	--	.59 (.56-.62)	--	--	--	.44 (.40-.49)
62. General Science Knowledge (Gkn—S)	.83 (.44-1.00)	--	.41 (.36-.45)	.77 (.32-1.00)	.33 (-.33-1.00)	.62 (.58-.66)
63. Life Sciences Knowledge (Gkn—S)	--	.76 (.74-.79)	--	.54 (.41-.66)	--	.51 (.49-.53)
64. Life Sciences Knowledge (Applied) (Gkn—S)	--	.69 (.67-.72)	--	--	--	.37 (.35-.40)
65. Mechanical Knowledge (Gkn—S)	.67 (-.04-1.00)	.72 (.71-.73)	.20 (-.90-1.00)	.56 (.15-.97)	.27 (-.28-.82)	.63 (.60-.65)
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	.52 (.33-.72)
67. Phys. Science Knowledge (Gkn—S)	--	.71 (.68-.74)	--	--	--	.53 (.50-.56)
68. Phys. Science Knowledge (Applied) (Gkn—S)	.60 (-.41-1.00)	.74 (.72-.76)	.19 (-.03-.41)	.57 (.22-.91)	.31 (-.74-1.00)	.55 (.52-.58)
69. Social Studies Knowledge (Gkn)	--	.69 (.68-.69)	.35 (.32-.39)	.40 (.19-.62)	--	.45 (.44-.45)
70. Social Studies Knowledge (Applied) (Gkn)	--	.76 (.73-.79)	--	--	--	.47 (.46-.49)

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	19. Speeded Rotation (Gv)	20. Closure Speed (Gv)	21. Flexibility of Closure (Gv)	22. Spatial Scanning (Gv)	23. Imagery (Gv)	24. Visual Memory (Gv)
1. Induction (Gf)	--	N=23516, k=44	N=40233, k=29	N=1774, k=11	N=924, k=6	N=8225, k=12
2. General Sequential Reasoning (Gf)	--	N=23258, k=40	N=4098, k=11	N=944, k=5	--	N=7909, k=10
3. Quantitative Reasoning (Gf)	--	N=467701, k=20	N=40412, k=30	N=1235, k=10	N=924, k=6	N=7462, k=9
4. Memory Span (Gsm)	N=1015, k=1	N=6899, k=35	N=1076, k=4	N=1070, k=4	--	N=10411, k=26
5. Working Memory Capacity (Gsm)	--	N=14558, k=20	--	--	--	N=9242, k=23
6. Meaningful Memory (Gsm)	--	--	--	--	--	--
7. Associative Memory (Glr—LE)	--	N=1657, k=6	N=1922, k=9	N=1102, k=6	--	N=10316, k=27
8. Meaningful Memory (Glr—LE)	--	N=723, k=2	N=723, k=2	N=433, k=1	--	N=4084, k=20
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	N=433, k=1	N=433, k=1	N=433, k=1	--	N=433, k=1
11. Ideational Fluency (Glr—RF)	--	N=953, k=3	N=1160, k=4	N=663, k=2	--	N=663, k=2
12. Associational Fluency (Glr—RF)	--	N=230, k=1	N=437, k=2	N=230, k=1	--	N=230, k=1
13. Expressional Fluency (Glr—RF)	--	N=230, k=1	N=230, k=1	N=230, k=1	--	N=230, k=1
14. Originality/Creativity (Glr—RF)	--	N=290, k=1	N=372, k=2	N=82, k=1	--	--
15. Naming Facility (Glr—RF)	--	N=594, k=2	N=1498, k=10	N=759, k=6	--	N=6806, k=7
16. Word Fluency (Glr—RF)	--	N=1076, k=4	N=1159, k=5	N=746, k=3	N=334, k=2	N=663, k=2
17. Figural Fluency (Glr—RF)	--	N=230, k=1	N=230, k=1	N=230, k=1	--	N=230, k=1
18. Visualization (Gv)	--	N=24083, k=49	N=42680, k=39	N=2110, k=15	N=708, k=5	N=8076, k=12
19. Speeded Rotation (Gv)	……...	--	--	--	--	--
20. Closure Speed (Gv)	--	……...	N=4394, k=10	N=808, k=3	--	N=1115, k=4
21.Flexibility of Closure (Gv)	--	.35 (.30-.39)	……...	N=1713, k=12	--	N=977, k=4
22. Spatial Scanning (Gv)	--	.51 (.40-.61)	.43 (.37-.50)	……...	--	N=764, k=3
23. Imagery (Gv)	--	--	--	--	……...	--
24. Visual Memory (Gv)	--	.52 (.49-.55)	.30 (.15-.46)	.50 (.41-.59)	--	……...
25. Phonetic Coding (Ga)	--	.25 (.10-.41)	--	--	--	.34 (.28-.40)
26. Memory for Sound Patterns (Ga)	--	.49 (.40-.57)	.38 (.27-.49)	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	--
28. Absolute Pitch (Ga)	--	.47 (.39-.56)	.19 (.06-.31)	--	--	--
29. Scanning (Gs—PS)	--	.57 (.51-.63)	.36 (.34-.38)	.65 (.56-.73)	.52 (.44-.59)	.58 (.47-.70)
30. Pattern Recognition (Gs—PS)	--	.55 (.43-.68)	.26 (-.15-.66)	.73 (.65-.81)	--	--
31. Reading Speed (Gs)	--	--	--	--	--	.38 (.29-.47)
32. Number Facility (Gs)	--	.43 (.27-.58)	.30 (.21-.39)	.59 (.51-.68)	.50 (.37-.63)	.30 (.26-.35)
33. Choice Reaction Time (Gt)	--	--	--	--	.62 (.46-.77)	--
34. Semantic Processing Speed (Gt)	--	--	--	--	--	.41 (.32-.50)
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	19. Speeded Rotation (Gv)	20. Closure Speed (Gv)	21. Flexibility of Closure (Gv)	22. Spatial Scanning (Gv)	23. Imagery (Gv)	24. Visual Memory (Gv)
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--
36. Mathematics Knowledge (Gq)	--	.69 (.67-.70)	.46 (.43-.48)	.50 (.30-.70)	.64 (.56-.73)	.66 (.41-.91)
37. Mathematics Achievement (Gq)	--	--	--	--	--	--
38. Reading Comprehension (Grw)	--	.68 (.66-.70)	.38 (.35-.42)	.44 (.39-.49)	.84 (.71-.96)	.33 (.28-.39)
39. Reading Decoding (Grw)	--	.33 (.18-.47)	--	--	--	.33 (.27-.38)
40. Reading Speed (Grw)	--	--	--	--	.66 (.56-.76)	--
41. Native Language Usage (Grw)	--	.48 (.23-.72)	.46 (.17-.74)	--	--	.20 (.09-.32)
42. Writing Ability (Grw)	--	.21 (.06-.36)	--	--	--	.36 (.32-.40)
43. Spelling Ability (Grw)	--	.31 (.11-.50)	.29 (-.05-.63)	--	--	.35 (.28-.43)
44. General Verbal information (Gc)	--	.55 (.51-.59)	.21 (.03-.40)	.48 (.47-.50)	.71 (.61-.81)	.35 (.29-.41)
45. Language Development (Gc)	--	.55 (.51-.59)	.38 (.20-.56)	.49 (.43-.55)	--	.48 (.40-.55)
46. Lexical Knowledge (Gc)	--	.65 (.64-.66)	.29 (.26-.32)	.54 (.46-.62)	.71 (.61-.82)	.37 (.32-.43)
47. Communication Ability (Gc)	--	--	--	--	--	--
48. Listening Ability (Gc)	--	--	--	--	--	.44 (.38-.49)
49. Artistic Knowledge (Gkn—A&H)	--	--	--	--	--	--
50. Culinary Knowledge (Gkn—A&H)	--	--	--	--	--	--
51. Literature Knowledge (Gkn—A&H)	--	--	--	--	--	--
52. Humanities Knowledge (Gkn—A&H)	--	--	--	--	--	.31 (.24-.37)
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	--	--	--	--	--	--
55. Conventional Knowledge (Gkn)	--	--	--	--	--	--
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	--	--	--	--	--	--
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	--	--	--	--	--	--
61. Realistic Knowledge (Applied) (Gkn)	--	--	--	.56 (.50-.61)	--	--
62. General Science Knowledge (Gkn—S)	--	.66 (.66-.67)	.45 (.41-.49)	.50 (-.07-1.00)	--	.29 (.19-.40)
63. Life Sciences Knowledge (Gkn—S)	--	--	--	--	--	--
64. Life Sciences Knowledge (Applied) (Gkn—S)	--	--	--	--	--	--
65. Mechanical Knowledge (Gkn—S)	--	.75 (.74-.77)	.53 (.49-.57)	.75 (.51-.99)	.82 (.72-.92)	.81 (.48-1.00)
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--
67. Phys. Science Knowledge (Gkn—S)	--	--	--	--	--	--
68. Phys. Science Knowledge (Applied) (Gkn—S)	--	.59 (.57-.61)	.37 (.33-.40)	.61 (.26-.95)	--	.67 (.13-1.00)
69. Social Studies Knowledge (Gkn)	--	--	--	--	--	.22 (.16-.28)
70. Social Studies Knowledge (Applied) (Gkn)	--	--	--	--	--	--

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc =

verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	25. Phonetic Coding (Ga)	26. Mem. Sound Patterns (Ga)	27. Judging Rhythm (Ga)	28. Absolute Pitch (Ga)	29. Scanning (Gs—PS)	30. Pattern Recog. (Gs—PS)
1. Induction (Gf)	N=7604, k=8	N=149, k=1	N=1158, k=2	N=149, k=1	N=388045, k=83	N=1939, k=15
2. General Sequential Reasoning (Gf)	N=6914, k=8	N=319, k=1	--	N=521, k=2	N=7166, k=28	N=69, k=1
3. Quantitative Reasoning (Gf)	N=7323, k=7	N=797, k=3	--	N=319, k=1	N=61347, k=61	N=15037, k=15
4. Memory Span (Gsm)	N=7608, k=8	--	N=1009, k=1	--	N=345717, k=38	N=352, k=4
5. Working Memory Capacity (Gsm)	N=6750, k=7	--	--	--	N=3115, k=17	--
6. Meaningful Memory (Gsm)	--	--	--	--	N=338856, k=4	--
7. Associative Memory (Glr—LE)	N=7121, k=8	--	--	--	N=1384, k=8	N=283, k=3
8. Meaningful Memory (Glr—LE)	N=1151, k=3	--	--	--	N=541, k=3	N=108, k=2
9. Free Recall Memory (Glr—LE)	--	--	--	--	N=2525, k=9	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--	N=433, k=1	--
11. Ideational Fluency (Glr—RF)	--	--	N=1009, k=1	--	N=1045, k=4	N=175, k=1
12. Associational Fluency (Glr—RF)	--	--	--	--	N=437, k=2	--
13. Expressional Fluency (Glr—RF)	--	--	--	--	N=230, k=1	--
14. Originality/Creativity (Glr—RF)	--	--	--	--	N=338936, k=5	--
15. Naming Facility (Glr—RF)	N=6290, k=6	N=319, k=1	--	N=319, k=1	N=936, k=7	N=177, k=1
16. Word Fluency (Glr—RF)	--	--	--	--	N=3847, k=15	--
17. Figural Fluency (Glr—RF)	--	--	--	--	N=230, k=1	--
18. Visualization (Gv)	N=7163, k=7	N=3078, k=4	N=1238, k=3	N=229, k=2	N=443824, k=113	N=60914, k=44
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	N=239, k=1	N=319, k=1	--	N=319, k=1	N=6703, k=27	N=356, k=5
21.Flexibility of Closure (Gv)	--	N=319, k=1	--	N=319, k=1	N=39307, k=28	N=108, k=2
22. Spatial Scanning (Gv)	--	--	--	--	N=1789, k=12	N=207, k=1
23. Imagery (Gv)	--	--	--	--	N=583, k=4	--
24. Visual Memory (Gv)	N=6894, k=8	--	--	--	N=977, k=4	--
25. Phonetic Coding (Ga)	……...	--	--	--	--	--
26. Memory for Sound Patterns (Ga)	--	……...	N=539, k=3	N=548, k=3	N=2649, k=1	N=2649, k=1
27. Maintaining/Judging Rhythm (Ga)	--	.45 (.36-.54)	……...	N=281, k=3	--	--
28. Absolute Pitch (Ga)	--	.76 (.62-.91)	.65 (.61-.69)	……...	--	--
29. Scanning (Gs—PS)	--	.66 (.63-.68)	--	--	……...	N=51953, k=29
30. Pattern Recognition (Gs—PS)	--	.63 (.60-.66)	--	--	.76 (.68-.84)	……...
31. Reading Speed (Gs)	.47 (.39-.55)	--	--	--	--	--
32. Number Facility (Gs)	.36 (.31-.41)	.61 (.49-.72)	.54 (.42-.66)	.61 (.49-.72)	.37 (.32-.41)	.52 (.36-.68)
33. Choice Reaction Time (Gt)	--	--	--	--	.60 (.48-.73)	--
34. Semantic Processing Speed (Gt)	.38 (.25-.50)	--	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	25. Phonetic Coding (Ga)	26. Mem. Sound Patterns (Ga)	27. Judging Rhythm (Ga)	28. Absolute Pitch (Ga)	29. Scanning (Gs—PS)	30. Pattern Recog. (Gs—PS)
36. Mathematics Knowledge (Gq)	--	--	--	--	.22 (.16-.27)	.58 (.53-.64)
37. Mathematics Achievement (Gq)	--	--	--	--	.19 (.13-.26)	--
38. Reading Comprehension (Grw)	.60 (.54-.65)	--	--	--	.29 (.22-.37)	.68 (.60-.77)
39. Reading Decoding (Grw)	.56 (.52-.60)	--	--	--	--	--
40. Reading Speed (Grw)	--	--	--	--	.66 (.64-.68)	.51 (.41-.61)
41. Native Language Usage (Grw)	.57 (.51-.63)	--	--	--	.25 (.16-.34)	.31 (.23-.39)
42. Writing Ability (Grw)	.51 (.45-.57)	--	--	--	.77 (.75-.79)	.68 (.67-.70)
43. Spelling Ability (Grw)	.64 (.58-.70)	--	--	--	.27 (.19-.36)	.15 (.12-.19)
44. General Verbal information (Gc)	.56 (.46-.65)	.50 (.37-.62)	--	--	.24 (.21-.28)	.36 (.30-.41)
45. Language Development (Gc)	--	.08 (.02-.14)	.08 (-.10-.25)	--	.31 (.30-.33)	.56 (.39-.73)
46. Lexical Knowledge (Gc)	.56 (.49-.64)	.46 (.43-.50)	.51 (-.04-1.00)	.51 (.42-.61)	.29 (.25-.32)	.50 (.40-.60)
47. Communication Ability (Gc)	--	--	--	--	.27 (.17-.38)	--
48. Listening Ability (Gc)	.56 (.49-.63)	--	--	--	--	--
49. Artistic Knowledge (Gkn—A&H)	--	--	--	--	.22 (.15-.30)	--
50. Culinary Knowledge (Gkn—A&H)	--	--	--	--	.17 (.13-.21)	--
51. Literature Knowledge (Gkn—A&H)	--	--	--	--	.20 (.13-.27)	--
52. Humanities Knowledge (Gkn—A&H)	.71 (.61-.82)	--	--	--	--	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	--	--	--	--	.23 (.16-.29)	--
55. Conventional Knowledge (Gkn)	--	--	--	--	.23 (.15-.31)	--
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	--	--	--	--	.26 (.18-.34)	--
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	--	--	--	--	.16 (.10-.23)	--
61. Realistic Knowledge (Applied) (Gkn)	--	--	--	--	.11 (.08-.14)	--
62. General Science Knowledge (Gkn—S)	.61 (.56-.66)	.57 (.49-.66)	--	.53 (.45-.62)	.55 (.53-.58)	.50 (.44-.56)
63. Life Sciences Knowledge (Gkn—S)	--	--	--	--	.13 (.05-.21)	.47 (.40-.55)
64. Life Sciences Knowledge (Applied) (Gkn—S)	--	--	--	--	.26 (.16-.36)	--
65. Mechanical Knowledge (Gkn—S)	--	.47 (.33-.62)	.46 (.32-.60)	.53 (.31-.74)	.20 (.15-.25)	.36 (.32-.40)
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	.29 (.22-.37)	.36 (.31-.42)
67. Phys. Science Knowledge (Gkn—S)	--	--	--	--	.14 (.07-.21)	--
68. Phys. Science Knowledge (Applied) (Gkn—S)	--	.43 (.43-.44)	--	--	.18 (.08-.29)	.46 (.39-.53)
69. Social Studies Knowledge (Gkn)	.48 (.43-.54)	--	--	--	.19 (.11-.27)	.21 (.16-.25)
70. Social Studies Knowledge (Applied) (Gkn)	--	--	--	--	.18 (.11-.24)	--

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	31. Reading Speed (Gs)	32. Number Facility (Gs)	33. Choice Reaction Tm. (Gt)	34. Semantic Process. Sp. (Gt)	35. Mental Compar. Sp. (Gt)	36. Mathematics Knowledge (Gq)
1. Induction (Gf)	N=2414, k=3	N=359847, k=58	N=85, k=1	N=3869, k=4	--	N=388972, k=47
2. General Sequential Reasoning (Gf)	N=2414, k=3	N=9793, k=21	--	N=2956, k=4	--	N=3084, k=4
3. Quantitative Reasoning (Gf)	N=2414, k=3	N=1500377, k=97	N=85, k=1	N=3637, k=3	--	N=1951482, k=79
4. Memory Span (Gsm)	N=2414, k=3	N=352451, k=26	N=117, k=1	N=3869, k=4	--	N=339540, k=8
5. Working Memory Capacity (Gsm)	N=2289, k=3	N=18089, k=8	--	N=3106, k=4	--	N=10963, k=1
6. Meaningful Memory (Gsm)	--	N=338856, k=4	--	--	--	N=338856, k=4
7. Associative Memory (Glr—LE)	N=2352, k=3	N=11196, k=19	--	N=3204, k=4	--	N=684, k=4
8. Meaningful Memory (Glr—LE)	N=1151, k=3	N=2203, k=6	--	N=1151, k=3	--	N=108, k=2
9. Free Recall Memory (Glr—LE)	--	N=2525, k=9	N=117, k=1	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	N=433, k=1	--	--	--	--
11. Ideational Fluency (Glr—RF)	--	N=3819, k=10	--	--	--	N=783, k=3
12. Associational Fluency (Glr—RF)	--	N=437, k=2	N=117, k=1	--	--	N=437, k=2
13. Expressional Fluency (Glr—RF)	--	N=230, k=1	--	--	--	N=230, k=1
14. Originality/Creativity (Glr—RF)	--	N=339557, k=7	--	--	--	N=338856, k=4
15. Naming Facility (Glr—RF)	N=2381, k=3	N=17233, k=16	--	N=2494, k=3	--	N=230, k=1
16. Word Fluency (Glr—RF)	--	N=5504, k=22	--	--	--	N=365, k=2
17. Figural Fluency (Glr—RF)	--	N=230, k=1	--	--	--	N=230, k=1
18. Visualization (Gv)	N=2414, k=3	N=389305, k=88	N=85, k=1	N=3729, k=4	--	N=405000, k=58
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	--	N=12593, k=7	--	--	--	N=452739, k=14
21.Flexibility of Closure (Gv)	--	N=2716, k=16	--	--	--	N=35785, k=14
22. Spatial Scanning (Gv)	--	N=1376, k=9	--	--	--	N=230, k=1
23. Imagery (Gv)	--	N=135, k=1	N=85, k=1	--	--	N=725, k=5
24. Visual Memory (Gv)	N=2414, k=3	N=7544, k=9	--	N=2927, k=4	--	N=230, k=1
25. Phonetic Coding (Ga)	N=2155, k=3	N=7044, k=6	--	N=3142, k=4	--	--
26. Memory for Sound Patterns (Ga)	--	N=149, k=1	--	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	N=149, k=1	--	--	--	--
28. Absolute Pitch (Ga)	--	N=149, k=1	--	--	--	--
29. Scanning (Gs—PS)	--	N=360890, k=59	N=85, k=1	--	--	N=380514, k=44
30. Pattern Recognition (Gs—PS)	--	N=13039, k=21	--	--	--	N=1782, k=15
31. Reading Speed (Gs)	……...	N=2414, k=3	--	N=2414, k=3	--	--
32. Number Facility (Gs)	.68 (.58-.79)	……...	--	N=3590, k=3	--	N=1811315, k=56
33. Choice Reaction Time (Gt)	--	--	……...	--	--	N=85, k=1
34. Semantic Processing Speed (Gt)	.57 (.47-.67)	.46 (.32-.60)	--	……...	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	……...	--

Cont.	31. Reading Speed (Gs)	32. Number Facility (Gs)	33. Choice Reaction Tm. (Gt)	34. Semantic Process. Sp. (Gt)	35. Mental Compar. Sp. (Gt)	36. Mathematics Knowledge (Gq)
36. Mathematics Knowledge (Gq)	--	.74 (.70-.79)	.42 (.26-.57)	--	--	……..
37. Mathematics Achievement (Gq)	--	.46 (.40-.51)	--	--	--	.91 (.79-1.00)
38. Reading Comprehension (Grw)	.58 (.51-.66)	.62 (.60-.65)	--	.39 (.26-.51)	--	.72 (.71-.74)
39. Reading Decoding (Grw)	.59 (.53-.66)	.50 (.45-.56)	--	.32 (.21-.43)	--	--
40. Reading Speed (Grw)	--	.78 (.73-.83)	--	--	--	--
41. Native Language Usage (Grw)	.64 (.54-.74)	.47 (.46-.49)	--	.39 (.22-.56)	--	.61 (.58-.64)
42. Writing Ability (Grw)	.61 (.53-.68)	.48 (.42-.55)	--	.42 (.27-.57)	--	--
43. Spelling Ability (Grw)	.83 (.78-.89)	.53 (.50-.56)	--	.44 (.31-.56)	--	.56 (.50-.63)
44. General Verbal information (Gc)	.64 (.56-.73)	.43 (.42-.44)	--	.42 (.27-.56)	--	.79 (.78-.80)
45. Language Development (Gc)	--	.38 (.36-.40)	--	--	--	.55 (.51-.59)
46. Lexical Knowledge (Gc)	.57 (.43-.71)	.57 (.56-.59)	.47 (.35-.58)	.40 (.23-.58)	--	.71 (.70-.73)
47. Communication Ability (Gc)	--	.51 (.50-.51)	--	--	--	.59 (.56-.61)
48. Listening Ability (Gc)	.60 (.53-.68)	.41 (.36-.47)	--	.38 (.25-.52)	--	--
49. Artistic Knowledge (Gkn—A&H)	--	.39 (.39-.39)	--	--	--	.66 (.62-.69)
50. Culinary Knowledge (Gkn—A&H)	--	.30 (.27-.33)	--	--	--	.58 (.56-.61)
51. Literature Knowledge (Gkn—A&H)	--	.39 (.36-.42)	--	--	--	.81 (.78-.84)
52. Humanities Knowledge (Gkn—A&H)	--	.57 (.51-.63)	--	--	--	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	--	.43 (.39-.46)	--	--	--	.72 (.69-.75)
55. Conventional Knowledge (Gkn)	--	.39 (.38-.40)	--	--	--	.49 (.42-.57)
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	--	.41 (.39-.43)	--	--	--	.85 (.83-.86)
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	--	.35 (.34-.36)	--	--	--	.67 (.66-.69)
61. Realistic Knowledge (Applied) (Gkn)	--	.21 (.20-.21)	--	--	--	.54 (.52-.57)
62. General Science Knowledge (Gkn—S)	--	.52 (.50-.54)	--	--	--	.73 (.71-.75)
63. Life Sciences Knowledge (Gkn—S)	--	.33 (.32-.33)	--	--	--	.81 (.77-.85)
64. Life Sciences Knowledge (Applied) (Gkn—S)	--	.46 (.44-.48)	--	--	--	.66 (.60-.71)
65. Mechanical Knowledge (Gkn—S)	--	.41 (.39-.43)	.40 (.23-.58)	--	.32 (.03-.60)	.66 (.64-.69)
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	.07 (-.24-.38)	--
67. Phys. Science Knowledge (Gkn—S)	--	.33 (.31-.35)	--	--	--	.89 (.80-.98)
68. Phys. Science Knowledge (Applied) (Gkn—S)	--	.40 (.37-.44)	--	--	--	.54 (.52-.56)
69. Social Studies Knowledge (Gkn)	--	.41 (.40-.43)	--	--	.16 (-.13-.45)	.80 (.79-.82)
70. Social Studies Knowledge (Applied) (Gkn)	--	.35 (.33-.37)	--	--	--	.79 (.75-.83)

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	37. Mathematics Achievement (Gq)	38. Reading Comp. (Grw)	39. Reading Decoding (Grw)	40. Reading Speed (Grw)	41. Native Lang. Usage (Grw)	42. Writing Ability (Grw)
1. Induction (Gf)	N=338919, k=5	N=376756, k=35	N=8114, k=7	N=4509, k=5	N=348771, k=22	N=8135, k=7
2. General Sequential Reasoning (Gf)	--	N=10034, k=11	N=7045, k=7	--	N=6912, k=7	N=7045, k=7
3. Quantitative Reasoning (Gf)	--	N=1764070, k=67	N=8048, k=7	N=4509, k=5	N=9642, k=14	N=8178, k=7
4. Memory Span (Gsm)	N=338856, k=4	N=348053, k=14	N=8113, k=7	N=228, k=1	N=345772, k=12	N=8131, k=7
5. Working Memory Capacity (Gsm)	--	N=17733, k=7	N=6920, k=6	--	N=6527, k=6	N=6956, k=6
6. Meaningful Memory (Gsm)	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4	--
7. Associative Memory (Glr—LE)	--	N=8260, k=11	N=7372, k=7	--	N=6706, k=8	N=7372, k=7
8. Meaningful Memory (Glr—LE)	--	N=1151, k=3	N=1151, k=3	--	N=1259, k=5	N=1151, k=3
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--
11. Ideational Fluency (Glr—RF)	N=94, k=1	N=576, k=2	--	--	--	--
12. Associational Fluency (Glr—RF)	--	N=230, k=1	--	--	--	--
13. Expressional Fluency (Glr—RF)	N=94, k=1	N=230, k=1	--	--	--	--
14. Originality/Creativity (Glr—RF)	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4	--
15. Naming Facility (Glr—RF)	--	N=6806, k=7	N=6576, k=6	N=4082, k=3	N=6576, k=6	N=6576, k=6
16. Word Fluency (Glr—RF)	--	N=792, k=4	--	N=427, k=2	--	--
17. Figural Fluency (Glr—RF)	--	N=230, k=1	--	--	--	--
18. Visualization (Gv)	N=338856, k=4	N=390879, k=43	N=7516, k=6	N=360, k=3	N=349450, k=29	N=7971, k=9
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	--	N=452870, k=13	N=239, k=1	--	N=108, k=2	N=239, k=1
21.Flexibility of Closure (Gv)	--	N=23060, k=11	--	--	N=108, k=2	--
22. Spatial Scanning (Gv)	--	N=401, k=3	--	--	--	--
23. Imagery (Gv)	--	N=334, k=2	--	N=199, k=1	--	--
24. Visual Memory (Gv)	--	N=7350, k=9	N=7019, k=7	--	N=6715, k=6	N=7019, k=7
25. Phonetic Coding (Ga)	--	N=7376, k=7	N=7254, k=7	--	N=6445, k=6	N=7296, k=7
26. Memory for Sound Patterns (Ga)	--	--	--	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	--
28. Absolute Pitch (Ga)	--	--	--	--	--	--
29. Scanning (Gs—PS)	N=338856, k=4	N=363996, k=27	--	N=126, k=2	N=340658, k=20	N=392, k=3
30. Pattern Recognition (Gs—PS)	--	N=969, k=9	--	N=126, k=2	N=776, k=9	N=392, k=3
31. Reading Speed (Gs)	--	N=2414, k=3	N=2414, k=3	--	N=2414, k=3	N=2414, k=3
32. Number Facility (Gs)	N=338856, k=4	N=1636609, k=45	N=7749, k=6	N=4082, k=3	N=348606, k=20	N=7899, k=6
33. Choice Reaction Time (Gt)	--	--	--	--	--	--
34. Semantic Processing Speed (Gt)	--	N=3637, k=3	N=3544, k=3	--	N=2726, k=3	N=3615, k=3
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	37. Mathematics Achievement (Gq)	38. Reading Comp. (Grw)	39. Reading Decoding (Grw)	40. Reading Speed (Grw)	41. Native Lang. Usage (Grw)	42. Writing Ability (Grw)
36. Mathematics Knowledge (Gq)	N=338856, k=4	N=2090938, k=58	--	--	N=341855, k=14	--
37. Mathematics Achievement (Gq)	……...	N=338856, k=4	--	--	N=338856, k=4	--
38. Reading Comprehension (Grw)	.75 (.72-.78)	……...	N=8208, k=7	N=5129, k=9	N=347883, k=12	N=8178, k=7
39. Reading Decoding (Grw)	--	.74 (.68-.80)	……...	--	N=6808, k=6	N=8003, k=7
40. Reading Speed (Grw)	--	.79 (.74-.84)	--	……...	--	--
41. Native Language Usage (Grw)	.65 (.63-.67)	.73 (.72-.75)	.79 (.75-.83)	--	……...	N=6808, k=6
42. Writing Ability (Grw)	--	.74 (.68-.80)	.68 (.64-.72)	--	.67 (.59-.74)	……...
43. Spelling Ability (Grw)	.58 (.55-.62)	.73 (.70-.76)	.99 (.94-1.00)	--	.77 (.74-.80)	.82 (.72-.92)
44. General Verbal information (Gc)	.73 (.69-.76)	.85 (.84-.86)	.64 (.53-.74)	.53 (.47-.59)	.63 (.60-.65)	.57 (.40-.74)
45. Language Development (Gc)	.54 (.52-.55)	.71 (.69-.72)	--	--	.61 (.60-.62)	--
46. Lexical Knowledge (Gc)	.77 (.73-.81)	.90 (.88-.91)	.68 (.64-.72)	.70 (.64-.75)	.69 (.68-.71)	.58 (.48-.69)
47. Communication Ability (Gc)	.64 (.62-.66)	.80 (.79-.81)	--	--	.83 (.83-.84)	--
48. Listening Ability (Gc)	--	.77 (.74-.80)	.64 (.59-.68)	--	.74 (.68-.79)	.56 (.46-.66)
49. Artistic Knowledge (Gkn—A&H)	.62 (.60-.63)	.82 (.82-.82)	--	--	.64 (.63-.65)	--
50. Culinary Knowledge (Gkn—A&H)	.53 (.50-.56)	.69 (.66-.72)	--	--	.53 (.50-.55)	--
51. Literature Knowledge (Gkn—A&H)	.73 (.67-.79)	.92 (.89-.94)	--	--	.66 (.65-.68)	--
52. Humanities Knowledge (Gkn—A&H)	--	.80 (.68-.93)	.74 (.65-.84)	--	.95 (.89-1.00)	.55 (.46-.64)
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	.72 (.68-.76)	.86 (.84-.88)	--	--	.62 (.62-.63)	--
55. Conventional Knowledge (Gkn)	.51 (.47-.56)	.71 (.67-.74)	--	--	.61 (.59-.63)	--
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	.77 (.73-.81)	.75 (.70-.81)	--	--	.54 (.47-.60)	--
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	.63 (.60-.65)	.68 (.64-.71)	--	--	.46 (.41-.51)	--
61. Realistic Knowledge (Applied) (Gkn)	.49 (.44-.53)	.49 (.48-.51)	--	--	.27 (.23-.31)	--
62. General Science Knowledge (Gkn—S)	.74 (.70-.79)	.81 (.79-.82)	.75 (.70-.81)	--	.87 (.83-.90)	.65 (.59-.70)
63. Life Sciences Knowledge (Gkn—S)	.73 (.66-.79)	.83 (.82-.84)	--	--	.56 (.54-.59)	--
64. Life Sciences Knowledge (Applied) (Gkn—S)	.64 (.62-.66)	.87 (.83-.90)	--	--	.67 (.63-.71)	--
65. Mechanical Knowledge (Gkn—S)	.63 (.59-.68)	.67 (.65-.69)	--	.47 (.37-.57)	.42 (.37-.47)	--
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--
67. Phys. Science Knowledge (Gkn—S)	.78 (.67-.89)	.75 (.74-.76)	--	--	.53 (.51-.55)	--
68. Phys. Science Knowledge (Applied) (Gkn—S)	.66 (.59-.73)	.62 (.61-.64)	--	--	.38 (.34-.42)	--
69. Social Studies Knowledge (Gkn)	.74 (.69-.78)	.86 (.84-.87)	.67 (.62-.72)	--	.61 (.58-.63)	.53 (.47-.60)
70. Social Studies Knowledge (Applied) (Gkn)	.71 (.65-.78)	.87 (.84-.90)	--	--	.57 (.57-.58)	--

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	43. Spelling Ability (Grw)	44. General Verbal Information (Gc)	45. Language Development (Gc)	46. Lexical Knowledge (Gc)	47. Comm. Ability (Gc)	48. Listening Ability (Gc)
1. Induction (Gf)	N=350279, k=23	N=372610, k=68	N=346623, k=44	N=425798, k=145	N=338856, k=4	N=7428, k=6
2. General Sequential Reasoning (Gf)	N=6806, k=6	N=29866, k=48	N=6350, k=33	N=31997, k=59	--	N=6806, k=6
3. Quantitative Reasoning (Gf)	N=10842, k=14	N=28860, k=32	N=636, k=2	N=1816075 k=138	--	N=7428, k=6
4. Memory Span (Gsm)	N=346976, k=12	N=353239, k=45	N=344835, k=35	N=359652, k=61	N=338856, k=4	N=7428, k=6
5. Working Memory Capacity (Gsm)	N=6956, k=6	N=10426, k=25	N=3282, k=18	N=21510, k=28	--	N=6835, k=6
6. Meaningful Memory (Gsm)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
7. Associative Memory (Glr—LE)	N=7302, k=8	N=7674, k=8	N=433, k=1	N=11478, k=21	--	N=6908, k=6
8. Meaningful Memory (Glr—LE)	N=1259, k=5	N=1584, k=4	N=433, k=1	N=1913, k=5	--	N=1151, k=3
9. Free Recall Memory (Glr—LE)	--	--	--	N=2642, k=10	--	--
10. Long Term Visual Memory (Glr—LE)	--	N=433, k=1	N=433, k=1	N=433, k=1	--	--
11. Ideational Fluency (Glr—RF)	--	N=740, k=3	N=981, k=4	N=4538, k=11	--	--
12. Associational Fluency (Glr—RF)	--	N=207, k=1	--	N=554, k=3	--	--
13. Expressional Fluency (Glr—RF)	--	--	--	N=230, k=1	--	--
14. Originality/Creativity (Glr—RF)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=339267, k=6	N=338856, k=4	--
15. Naming Facility (Glr—RF)	N=6576, k=6	N=6576, k=6	--	N=7713, k=15	--	N=6576, k=6
16. Word Fluency (Glr—RF)	--	N=1623, k=7	N=1037, k=5	N=5931, k=25	--	--
17. Figural Fluency (Glr—RF)	--	--	--	N=230, k=1	--	--
18. Visualization (Gv)	N=350812, k=35	N=372792, k=65	N=346107, k=42	N=450723, k=158	N=338856, k=4	N=7355, k=6
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	N=108, k=2	N=22374, k=37	N=6146, k=32	N=473300, k=50	--	--
21.Flexibility of Closure (Gv)	N=108, k=2	N=2996, k=4	N=877, k=3	N=40444, k=31	--	--
22. Spatial Scanning (Gv)	--	N=485, k=2	N=485, k=2	N=1920, k=13	--	--
23. Imagery (Gv)	--	N=341, k=2	--	N=476, k=3	--	--
24. Visual Memory (Gv)	N=6780, k=6	N=7442, k=8	N=433, k=1	N=7996, k=11	--	N=6780, k=6
25. Phonetic Coding (Ga)	N=7099, k=6	N=7177, k=7	--	N=7343, k=7	--	N=6811, k=6
26. Memory for Sound Patterns (Ga)	--	N=200, k=1	N=310, k=1	N=788, k=3	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	N=310, k=1	N=1319, k=2	--	--
28. Absolute Pitch (Ga)	--	--	--	N=202, k=1	--	--
29. Scanning (Gs—PS)	N=341249, k=26	N=348613, k=40	N=342917, k=25	N=401238, k=84	N=338856, k=4	--
30. Pattern Recognition (Gs—PS)	N=9013, k=16	N=686, k=7	N=69, k=1	N=20433, k=19	--	--
31. Reading Speed (Gs)	N=2414, k=3	N=2414, k=3	--	N=2414, k=3	--	N=2414, k=3
32. Number Facility (Gs)	N=349707, k=20	N=350703, k=26	N=339904, k=8	N=1661095, k=106	N=338856, k=4	N=7428, k=6
33. Choice Reaction Time (Gt)	--	--	--	N=117, k=1	--	--
34. Semantic Processing Speed (Gt)	N=3637, k=3	N=3734, k=4	--	N=3637, k=3	--	N=3346, k=3
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	43. Spelling Ability (Grw)	44.General Verbal Information (Gc)	45. Language Development (Gc)	46. Lexical Knowledge (Gc)	47. Comm. Ability (Gc)	48. Listening Ability (Gc)
36. Mathematics Knowledge (Gq)	N=341855, k=14	N=344695, k=20	N=338856, k=4	N=2110269, k=76	N=338856, k=4	--
37. Mathematics Achievement (Gq)	N=338856, k=4	N=339232, k=7	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
38. Reading Comprehension (Grw)	N=349435, k=13	N=349146, k=13	N=338856, k=4	N=2104592, k=76	N=338856, k=4	N=7428, k=6
39. Reading Decoding (Grw)	N=8078, k=8	N=7566, k=6	--	N=8294, k=9	--	N=7409, k=6
40. Reading Speed (Grw)	--	N=427, k=2	--	N=4853, k=8	--	--
41. Native Language Usage (Grw)	N=349271, k=22	N=346279, k=16	N=338856, k=4	N=348909, k=19	N=338856, k=4	N=6808, k=6
42. Writing Ability (Grw)	N=7939, k=6	N=7630, k=6	--	N=8081, k=7	--	N=7428, k=6
43. Spelling Ability (Grw)	……...	N=347101, k=16	N=338856, k=4	N=350317, k=21	N=338856, k=4	N=7428, k=6
44. General Verbal information (Gc)	.59 (.54-.63)	……...	N=345450, k=38	N=374650, k=70	N=338856, k=4	N=7421, k=6
45. Language Development (Gc)	.76 (.75-.76)	.63 (.61-.64)	……...	N=345966, k=40	N=338856, k=4	--
46. Lexical Knowledge (Gc)	.68 (.65-.70)	.95 (.94-.96)	.71 (.70-.72)	……...	N=338856, k=4	N=7608, k=7
47. Communication Ability (Gc)	.88 (.87-.88)	.66 (.63-.69)	.65 (.65-.65)	.74 (.72-.75)	……...	--
48. Listening Ability (Gc)	.80 (.72-.87)	.80 (.73-.87)	--	.85 (.81-.90)	--	……...
49. Artistic Knowledge (Gkn—A&H)	.69 (.68-.70)	.82 (.81-.84)	.70 (.70-.70)	.89 (.89-.89)	.68 (.68-.69)	--
50. Culinary Knowledge (Gkn—A&H)	.59 (.56-.61)	.72 (.70-.74)	.65 (.62-.67)	.79 (.75-.83)	.57 (.53-.61)	--
51. Literature Knowledge (Gkn—A&H)	.67 (.66-.68)	.91 (.90-.91)	.67 (.67-.68)	.96 (.94-.97)	.69 (.67-.71)	--
52. Humanities Knowledge (Gkn—A&H)	1.00 (.92-1.00)	1.00 (1.00-1.00)	--	1.00 (1.00-1.00)	--	.98 (.92-1.00)
53. Behavioral Content Knowledge (Gkn)	--	.50 (.30-.70)	--	--	--	--
54. Business Knowledge (Gkn)	.60 (.59-.60)	.91 (.91-.92)	.62 (.61-.63)	1.00 (1.00-1.00)	.67 (.65-.68)	--
55. Conventional Knowledge (Gkn)	.65 (.62-.68)	.69 (.64-.74)	.57 (.55-.59)	.70 (.66-.74)	.65 (.62-.67)	--
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	.47 (.37-.57)	.93 (.88-.98)	.59 (.53-.65)	.88 (.83-.93)	.56 (.49-.63)	--
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	.40 (.31-.48)	.79 (.76-.82)	.46 (.40-.51)	.78 (.75-.81)	.48 (.43-.53)	--
61. Realistic Knowledge (Applied) (Gkn)	.15 (.07-.23)	.71 (.70-.72)	.31 (.27-.36)	.65 (.63-.67)	.29 (.25-.32)	--
62. General Science Knowledge (Gkn—S)	.79 (.72-.86)	.65 (.61-.68)	--	.87 (.86-.88)	--	.96 (.90-1.00)
63. Life Sciences Knowledge (Gkn—S)	.46 (.41-.51)	.89 (.88-.90)	.53 (.50-.55)	.93 (.92-.94)	.58 (.56-.60)	--
64. Life Sciences Knowledge (Applied) (Gkn—S)	.71 (.66-.76)	.90 (.86-.95)	.68 (.64-.71)	.95 (.92-.98)	.73 (.69-.77)	--
65. Mechanical Knowledge (Gkn—S)	.26 (.18-.34)	.76 (.75-.78)	.45 (.40-.49)	.71 (.69-.72)	.44 (.39-.48)	--
66. Natural Sciences Knowledge (Gkn—S)	--	.53 (.32-.73)	.38 (.18-.57)	.46 (.32-.60)	--	--
67. Phys. Science Knowledge (Gkn—S)	.43 (.38-.49)	.84 (.83-.86)	.50 (.47-.52)	.86 (.85-.88)	.53 (.51-.54)	--
68. Phys. Science Knowledge (Applied) (Gkn—S)	.23 (.15-.32)	.83 (.82-.83)	.40 (.36-.45)	.69 (.68-.71)	.39 (.35-.43)	--
69. Social Studies Knowledge (Gkn)	.58 (.54-.62)	.89 (.88-.90)	.56 (.53-.60)	.92 (.91-.93)	.63 (.61-.65)	.80 (.77-.84)
70. Social Studies Knowledge (Applied) (Gkn)	.55 (.54-.56)	.94 (.92-.96)	.64 (.63-.65)	.97 (.94-1.00)	.60 (.59-.62)	--

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	49. Artistic Know. (Gkn—A&H)	50. Culin. Know. (Gkn—A&H)	51. Lit. Know. (Gkn—A&H)	52. Hum. Know. (Gkn—A&H)	53. Behavioral Know. (Gkn)	54. Business Knowledge (Gkn)
1. Induction (Gf)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=4082, k=3	--	N=338856, k=4
2. General Sequential Reasoning (Gf)	--	--	--	N=4082, k=3	--	--
3. Quantitative Reasoning (Gf)	--	--	--	N=4082, k=3	--	--
4. Memory Span (Gsm)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=4082, k=3	--	N=338856, k=4
5. Working Memory Capacity (Gsm)	--	--	--	N=4082, k=3	--	--
6. Meaningful Memory (Gsm)	N=338856, k=4	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4
7. Associative Memory (Glr—LE)	--	--	--	N=4082, k=3	--	--
8. Meaningful Memory (Glr—LE)	--	--	--	--	--	--
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--
11. Ideational Fluency (Glr—RF)	--	--	--	--	--	--
12. Associational Fluency (Glr—RF)	--	--	--	--	--	--
13. Expressional Fluency (Glr—RF)	--	--	--	--	--	--
14. Originality/Creativity (Glr—RF)	N=338856, k=4	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4
15. Naming Facility (Glr—RF)	--	--	--	N=4082, k=3	--	--
16. Word Fluency (Glr—RF)	--	--	N=167, k=1	--	--	--
17. Figural Fluency (Glr—RF)	--	--	--	--	--	--
18. Visualization (Gv)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=4082, k=3	--	N=338856, k=4
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	--	--	--	--	--	--
21.Flexibility of Closure (Gv)	--	--	--	--	--	--
22. Spatial Scanning (Gv)	--	--	--	--	--	--
23. Imagery (Gv)	--	--	--	--	--	--
24. Visual Memory (Gv)	--	--	--	N=4082, k=3	--	--
25. Phonetic Coding (Ga)	--	--	--	N=4082, k=3	--	--
26. Memory for Sound Patterns (Ga)	--	--	--	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	--
28. Absolute Pitch (Ga)	--	--	--	--	--	--
29. Scanning (Gs—PS)	N=338856, k=4	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4
30. Pattern Recognition (Gs—PS)	--	--	--	--	--	--
31. Reading Speed (Gs)	--	--	--	--	--	--
32. Number Facility (Gs)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=4082, k=3	--	N=338856, k=4
33. Choice Reaction Time (Gt)	--	--	--	--	--	--
34. Semantic Processing Speed (Gt)	--	--	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	49. Artistic Know. (Gkn—A&H)	50. Culin. Know. (Gkn—A&H)	51. Lit. Know. (Gkn—A&H)	52. Hum. Know. (Gkn—A&H)	53. Behavioral Know. (Gkn)	54. Business Knowledge (Gkn)
36. Mathematics Knowledge (Gq)	N=338856, k=4	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4
37. Mathematics Achievement (Gq)	N=338856, k=4	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4
38. Reading Comprehension (Grw)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=4082, k=3	--	N=338856, k=4
39. Reading Decoding (Grw)	--	--	--	N=4082, k=3	--	--
40. Reading Speed (Grw)	--	--	--	--	--	--
41. Native Language Usage (Grw)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=4082, k=3	--	N=338856, k=4
42. Writing Ability (Grw)	--	--	--	N=4082, k=3	--	--
43. Spelling Ability (Grw)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=4082, k=3	--	N=338856, k=4
44. General Verbal information (Gc)	N=339176, k=5	N=338856, k=4	N=339343, k=6	N=4082, k=3	N=489, k=2	N=339176, k=5
45. Language Development (Gc)	N=338856, k=4	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4
46. Lexical Knowledge (Gc)	N=338856, k=4	N=338856, k=4	N=339023, k=5	N=4082, k=3	--	N=338856, k=4
47. Communication Ability (Gc)	N=338856, k=4	N=338856, k=4	N=338856, k=4	--	--	N=338856, k=4
48. Listening Ability (Gc)	--	--	--	N=4082, k=3	--	--
49. Artistic Knowledge (Gkn—A&H)	……...	N=338856, k=4	N=339404, k=6	--	N=548, k=2	N=339176, k=5
50. Culinary Knowledge (Gkn—A&H)	.88 (.81-.95)	……...	N=338856, k=4	--	--	N=338856, k=4
51. Literature Knowledge (Gkn—A&H)	.89 (.86-.92)	.80 (.76-.85)	……...	--	N=548, k=2	N=339176, k=5
52. Humanities Knowledge (Gkn—A&H)	--	--	--	……...	--	--
53. Behavioral Content Knowledge (Gkn)	.76 (.75-.76)	--	.79 (.77-.80)	--	……...	N=320, k=1
54. Business Knowledge (Gkn)	.85 (.82-.87)	.80 (.73-.87)	.86 (.84-.89)	--	.86 (.84-.89)	……...
55. Conventional Knowledge (Gkn)	.73 (.72-.75)	.66 (.64-.67)	.67 (.66-.69)	--	--	.71 (.70-.72)
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	.74 (.70-.79)	.68 (.66-.69)	.87 (.84-.90)	--	--	.86 (.82-.90)
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	.56 (.52-.60)	.42 (.39-.45)	.71 (.69-.74)	--	--	.69 (.66-.71)
61. Realistic Knowledge (Applied) (Gkn)	.36 (.32-.41)	.26 (.21-.30)	.51 (.48-.54)	--	--	.56 (.53-.59)
62. General Science Knowledge (Gkn—S)	--	--	--	1.00 (1.00-1.00)	--	--
63. Life Sciences Knowledge (Gkn—S)	.69 (.68-.70)	.55 (.53-.57)	.88 (.86-.91)	--	.65 (.61-.70)	.76 (.75-.76)
64. Life Sciences Knowledge (Applied) (Gkn—S)	.85 (.84-.87)	.75 (.71-.78)	.84 (.83-.85)	--	.81 (.77-.85)	.89 (.89-.90)
65. Mechanical Knowledge (Gkn—S)	.50 (.46-.54)	.38 (.35-.41)	.62 (.59-.65)	--	--	.67 (.65-.68)
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--
67. Phys. Science Knowledge (Gkn—S)	.62 (.62-.63)	.49 (.47-.52)	.82 (.78-.85)	--	.56 (.55-.57)	.72 (.71-.73)
68. Phys. Science Knowledge (Applied) (Gkn—S)	.53 (.49-.57)	.41 (.39-.44)	.70 (.68-.72)	--	.57 (.49-.64)	.71 (.69-.72)
69. Social Studies Knowledge (Gkn)	.75 (.74-.76)	.61 (.60-.63)	.94 (.92-.96)	1.00 (1.00-1.00)	.23 (.16-.30)	.85 (.84-.86)
70. Social Studies Knowledge (Applied) (Gkn)	.87 (.83-.90)	.80 (.75-.85)	1.00 (.96-1.00)	--	--	.90 (.86-.93)

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	55. Conventional Knowledge (Gkn)	56. Foreign Lang. Proficiency (Gkn)	57. Investigative Knowledge (Gkn)	58. Occupational Knowledge (Gkn)	59. Occupat. Know. (Mil.; Gkn)	60. Realistic Knowledge (Gkn)
1. Induction (Gf)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
2. General Sequential Reasoning (Gf)	--	--	--	N=288, k=1	--	--
3. Quantitative Reasoning (Gf)	--	--	--	--	--	--
4. Memory Span (Gsm)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
5. Working Memory Capacity (Gsm)	--	--	--	--	--	--
6. Meaningful Memory (Gsm)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
7. Associative Memory (Glr—LE)	--	--	--	--	--	--
8. Meaningful Memory (Glr—LE)	--	--	--	--	--	--
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--
11. Ideational Fluency (Glr—RF)	--	--	--	--	--	--
12. Associational Fluency (Glr—RF)	--	--	--	--	--	--
13. Expressional Fluency (Glr—RF)	--	--	--	--	--	--
14. Originality/Creativity (Glr—RF)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
15. Naming Facility (Glr—RF)	--	--	--	--	--	--
16. Word Fluency (Glr—RF)	--	--	--	--	--	--
17. Figural Fluency (Glr—RF)	--	--	--	--	--	--
18. Visualization (Gv)	N=338856, k=4	--	N=338856, k=4	--	N=255, k=1	N=338856, k=4
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	--	--	--	--	--	--
21.Flexibility of Closure (Gv)	--	--	--	--	--	--
22. Spatial Scanning (Gv)	--	--	--	--	--	--
23. Imagery (Gv)	--	--	--	--	--	--
24. Visual Memory (Gv)	--	--	--	--	--	--
25. Phonetic Coding (Ga)	--	--	--	--	--	--
26. Memory for Sound Patterns (Ga)	--	--	--	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	--
28. Absolute Pitch (Ga)	--	--	--	--	--	--
29. Scanning (Gs—PS)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
30. Pattern Recognition (Gs—PS)	--	--	--	--	--	--
31. Reading Speed (Gs)	--	--	--	--	--	--
32. Number Facility (Gs)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
33. Choice Reaction Time (Gt)	--	--	--	--	--	--
34. Semantic Processing Speed (Gt)	--	--	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--

Cont.	55. Conventional Knowledge (Gkn)	56. Foreign Lang. Proficiency (Gkn)	57. Investigative Knowledge (Gkn)	58. Occupational Knowledge (Gkn)	59. Occupat. Know. (Mil.; Gkn)	60. Realistic Knowledge (Gkn)
36. Mathematics Knowledge (Gq)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
37. Mathematics Achievement (Gq)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
38. Reading Comprehension (Grw)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
39. Reading Decoding (Grw)	--	--	--	--	--	--
40. Reading Speed (Grw)	--	--	--	--	--	--
41. Native Language Usage (Grw)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
42. Writing Ability (Grw)	--	--	--	--	--	--
43. Spelling Ability (Grw)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
44. General Verbal information (Gc)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
45. Language Development (Gc)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
46. Lexical Knowledge (Gc)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
47. Communication Ability (Gc)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
48. Listening Ability (Gc)	--	--	--	--	--	--
49. Artistic Knowledge (Gkn—A&H)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
50. Culinary Knowledge (Gkn—A&H)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
51. Literature Knowledge (Gkn—A&H)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
52. Humanities Knowledge (Gkn—A&H)	--	--	--	--	--	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--
54. Business Knowledge (Gkn)	N=338856, k=4	--	N=338856, k=4	--	--	N=338856, k=4
55. Conventional Knowledge (Gkn)	……...	--	N=338856, k=4	--	--	N=338856, k=4
56. Foreign Language Proficiency (Gkn)	--	……...	--	N=304, k=2	--	--
57. Investigative Knowledge (Gkn)	.53 (.44-.61)	--	……...	--	--	N=338856, k=4
58. Occupational Knowledge (Gkn)	--	.72 (.57-.87)	--	……...	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	……...	--
60. Realistic Knowledge (Gkn)	.45 (.38-.51)	--	.77 (.72-.81)	--	--	……...
61. Realistic Knowledge (Applied) (Gkn)	.27 (.21-.32)	--	.75 (.73-.77)	--	--	.79 (.76-.81)
62. General Science Knowledge (Gkn—S)	--	--	--	--	--	--
63. Life Sciences Knowledge (Gkn—S)	.55 (.52-.59)	--	.80 (.79-.82)	--	--	.86 (.84-.87)
64. Life Sciences Knowledge (Applied) (Gkn—S)	.78 (.75-.82)	--	.80 (.71-.88)	--	--	.65 (.58-.71)
65. Mechanical Knowledge (Gkn—S)	.37 (.30-.43)	--	.78 (.75-.80)	--	.63 (.56-.69)	.78 (.77-.78)
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	.35 (.12-.57)	--	--
67. Phys. Science Knowledge (Gkn—S)	.46 (.40-.52)	--	.85 (.83-.86)	--	--	.78 (.77-.78)
68. Phys. Science Knowledge (Applied) (Gkn—S)	.33 (.26-.40)	--	.86 (.86-.87)	--	.62 (.61-.64)	.80 (.80-.80)
69. Social Studies Knowledge (Gkn)	.59 (.54-.64)	--	.85 (.81-.90)	.44 (.26-.63)	--	.79 (.77-.82)
70. Social Studies Knowledge (Applied) (Gkn)	.57 (.55-.60)	--	.92 (.91-.94)	--	--	.78 (.77-.78)

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	61. Real. Know. (App.) (Gkn)	62. General Sci. Know. (Gkn—S)	63. Life Sci. Know. (Gkn—S)	64. Life Sci. (App.) (Gkn—S)	65. Mechanical Know. (Gkn—S)	66. Natural Sci. Know. (Gkn—S)
1. Induction (Gf)	N=339117, k=6	N=45221, k=26	N=339471, k=10	N=338856, k=4	N=372270, k=43	N=84, k=1
2. General Sequential Reasoning (Gf)	--	N=7485, k=8	--	--	N=3719, k=7	--
3. Quantitative Reasoning (Gf)	--	N=1943255, k=72	N=1232, k=12	--	N=1929274, k=79	--
4. Memory Span (Gsm)	N=338856, k=4	N=4658, k=5	N=338856, k=4	N=338856, k=4	N=339540, k=8	N=84, k=1
5. Working Memory Capacity (Gsm)	--	N=15045, k=4	--	--	N=10963, k=1	--
6. Meaningful Memory (Gsm)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
7. Associative Memory (Glr—LE)	--	N=4658, k=5	--	--	N=684, k=4	--
8. Meaningful Memory (Glr—LE)	--	--	--	--	N=108, k=2	--
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--
11. Ideational Fluency (Glr—RF)	--	N=783, k=3	--	--	N=983, k=4	N=282, k=1
12. Associational Fluency (Glr—RF)	--	N=437, k=2	--	--	N=437, k=2	--
13. Expressional Fluency (Glr—RF)	--	N=230, k=1	--	--	N=230, k=1	--
14. Originality/Creativity (Glr—RF)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
15. Naming Facility (Glr—RF)	--	N=4631, k=5	--	--	N=549, k=2	--
16. Word Fluency (Glr—RF)	--	N=230, k=1	N=167, k=1	--	N=549, k=3	--
17. Figural Fluency (Glr—RF)	--	N=230, k=1	--	--	N=230, k=1	--
18. Visualization (Gv)	N=338856, k=4	N=62163, k=37	N=340088, k=16	N=338856, k=4	N=391930, k=72	N=113, k=2
19. Speeded Rotation (Gv)	--	--	--	--	--	--
20. Closure Speed (Gv)	--	N=443377, k=12	--	--	N=443485, k=14	--
21.Flexibility of Closure (Gv)	--	N=35996, k=13	--	--	N=23593, k=14	--
22. Spatial Scanning (Gv)	N=261, k=2	N=230, k=1	--	--	N=230, k=1	--
23. Imagery (Gv)	--	--	--	--	N=137, k=1	--
24. Visual Memory (Gv)	--	N=4312, k=4	--	--	N=230, k=1	--
25. Phonetic Coding (Ga)	--	N=4082, k=3	--	--	--	--
26. Memory for Sound Patterns (Ga)	--	N=319, k=1	--	--	N=946, k=4	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	N=149, k=1	--
28. Absolute Pitch (Ga)	--	N=319, k=1	--	--	N=468, k=2	--
29. Scanning (Gs—PS)	N=338856, k=4	N=39910, k=27	N=340088, k=16	N=338856, k=4	N=367088, k=42	N=113, k=2
30. Pattern Recognition (Gs—PS)	--	N=617, k=6	N=617, k=6	--	N=9935, k=20	N=113, k=2
31. Reading Speed (Gs)	--	--	--	--	--	--
32. Number Facility (Gs)	N=338856, k=4	N=1474901, k=50	N=340088, k=16	N=338856, k=4	N=1812008, k=60	--
33. Choice Reaction Time (Gt)	--	--	--	--	N=85, k=1	--
34. Semantic Processing Speed (Gt)	--	--	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	N=34, k=1	N=34, k=1

Cont.	61. Real. Know. (App.) (Gkn)	62. General Sci. Know. (Gkn—S)	63. Life Sci. Know. (Gkn—S)	64. Life Sci. (App.) (Gkn—S)	65. Mechanical Know. (Gkn—S)	66. Natural Sci. Know. (Gkn—S)
36. Mathematics Knowledge (Gq)	N=338856, k=4	N=1935830, k=65	N=340088, k=16	N=338856, k=4	N=2264865, k=75	--
37. Mathematics Achievement (Gq)	N=338856, k=4	N=1238, k=15	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
38. Reading Comprehension (Grw)	N=338856, k=4	N=1744594, k=50	N=338856, k=4	N=338856, k=4	N=2080673, k=53	--
39. Reading Decoding (Grw)	--	N=4082, k=3	--	--	--	--
40. Reading Speed (Grw)	--	--	--	--	N=234, k=1	--
41. Native Language Usage (Grw)	N=338856, k=4	N=6035, k=10	N=339471, k=10	N=338856, k=4	N=341855, k=14	--
42. Writing Ability (Grw)	--	N=4082, k=3	--	--	--	--
43. Spelling Ability (Grw)	N=338856, k=4	N=6035, k=10	N=339471, k=10	N=338856, k=4	N=341855, k=14	--
44. General Verbal information (Gc)	N=338856, k=4	N=11135, k=22	N=340575, k=18	N=339025, k=5	N=344753, k=20	N=84, k=1
45. Language Development (Gc)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=339371, k=6	N=84, k=1
46. Lexical Knowledge (Gc)	N=339117, k=6	N=1763378, k=68	N=340255, k=17	N=338856, k=4	N=2088222, k=75	N=84, k=1
47. Communication Ability (Gc)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
48. Listening Ability (Gc)	--	N=4082, k=3	--	--	--	--
49. Artistic Knowledge (Gkn—A&H)	N=338856, k=4	--	N=339404, k=6	N=338856, k=4	N=338856, k=4	--
50. Culinary Knowledge (Gkn—A&H)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
51. Literature Knowledge (Gkn—A&H)	N=338856, k=4	--	N=339571, k=7	N=338856, k=4	N=338856, k=4	--
52. Humanities Knowledge (Gkn—A&H)	--	N=4082, k=3	--	--	--	--
53. Behavioral Content Knowledge (Gkn)	--	--	N=548, k=2	N=169, k=1	--	--
54. Business Knowledge (Gkn)	N=338856, k=4	--	N=339176, k=5	N=338856, k=4	N=338856, k=4	--
55. Conventional Knowledge (Gkn)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
58. Occupational Knowledge (Gkn)	--	--	--	--	--	N=48, k=1
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	N=348, k=1	--
60. Realistic Knowledge (Gkn)	N=338856, k=4	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
61. Realistic Knowledge (Applied) (Gkn)	……...	--	N=338856, k=4	N=338856, k=4	N=338856, k=4	--
62. General Science Knowledge (Gkn—S)	--	……...	N=1232, k=12	--	N=1922923, k=63	--
63. Life Sciences Knowledge (Gkn—S)	.80 (.77-.82)	1.00 (1.00-1.00)	……...	N=338856, k=4	N=340088, k=16	--
64. Life Sciences Knowledge (Applied) (Gkn—S)	.53 (.49-.58)	--	.83 (.80-.86)	……...	N=338856, k=4	--
65. Mechanical Knowledge (Gkn—S)	.84 (.79-.89)	.80 (.79-.81)	.82 (.81-.83)	.60 (.55-.66)	……...	N=34, k=1
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	.40 (.06-.74)	……...
67. Phys. Science Knowledge (Gkn—S)	.70 (.67-.74)	--	1.00 (.97-1.00)	.71 (.66-.75)	.81 (.78-.83)	--
68. Phys. Science Knowledge (Applied) (Gkn—S)	.89 (.84-.94)	.76 (.75-.77)	.92 (.89-.94)	.63 (.57-.68)	.83 (.80-.86)	--
69. Social Studies Knowledge (Gkn)	.60 (.59-.62)	1.00 (1.00-1.00)	.90 (.89-.92)	.80 (.76-.84)	.69 (.67-.71)	.83 (.79-.88)
70. Social Studies Knowledge (Applied) (Gkn)	.66 (.64-.67)	--	.92 (.88-.96)	.83 (.82-.83)	.74 (.73-.74)	--

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn

= domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 33

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	67. Phys. Science Knowledge (Gkn—S)	68. Phys. Science Know. (App.) (Gkn—S)	69. Social Studies Knowledge (Gkn)	70. Social Studies Know. (Applied) (Gkn)
1. Induction (Gf)	N=338856, k=4	N=379581, k=26	N=343175, k=9	N=338856, k=4
2. General Sequential Reasoning (Gf)	--	N=2670, k=3	N=4082, k=3	--
3. Quantitative Reasoning (Gf)	--	N=1940124, k=73	N=4235, k=4	--
4. Memory Span (Gsm)	N=338856, k=4	N=339432, k=6	N=343175, k=9	N=338856, k=4
5. Working Memory Capacity (Gsm)	--	N=10963, k=1	N=4082, k=3	--
6. Meaningful Memory (Gsm)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
7. Associative Memory (Glr—LE)	--	N=576, k=2	N=4082, k=3	--
8. Meaningful Memory (Glr—LE)	--	--	--	--
9. Free Recall Memory (Glr—LE)	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--
11. Ideational Fluency (Glr—RF)	--	N=783, k=3	N=282, k=1	--
12. Associational Fluency (Glr—RF)	--	N=437, k=2	--	--
13. Expressional Fluency (Glr—RF)	--	N=230, k=1	--	--
14. Originality/Creativity (Glr—RF)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
15. Naming Facility (Glr—RF)	--	N=230, k=1	N=4082, k=3	--
16. Word Fluency (Glr—RF)	--	N=397, k=2	N=320, k=2	--
17. Figural Fluency (Glr—RF)	--	N=230, k=1	--	--
18. Visualization (Gv)	N=338856, k=4	N=397392, k=40	N=343051, k=9	N=338856, k=4
19. Speeded Rotation (Gv)	--	--	--	--
20. Closure Speed (Gv)	--	N=443058, k=11	--	--
21.Flexibility of Closure (Gv)	--	N=35677, k=12	--	--
22. Spatial Scanning (Gv)	--	N=230, k=1	--	--
23. Imagery (Gv)	--	--	--	--
24. Visual Memory (Gv)	--	N=230, k=1	N=4082, k=3	--
25. Phonetic Coding (Ga)	--	--	N=4082, k=3	--
26. Memory for Sound Patterns (Ga)	--	N=478, k=2	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--
28. Absolute Pitch (Ga)	--	--	--	--
29. Scanning (Gs—PS)	N=338856, k=4	N=377790, k=29	N=338969, k=6	N=338856, k=4
30. Pattern Recognition (Gs—PS)	--	N=617, k=6	N=113, k=2	--
31. Reading Speed (Gs)	--	--	--	--
32. Number Facility (Gs)	N=338856, k=4	N=1809675, k=51	N=342938, k=7	N=338856, k=4
33. Choice Reaction Time (Gt)	--	--	--	--
34. Semantic Processing Speed (Gt)	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	N=34, k=1	--

Cont.	67. Phys. Science Knowledge (Gkn—S)	68. Phys. Science Know. (App.) (Gkn—S)	69. Social Studies Knowledge (Gkn)	70. Social Studies Know. (Applied) (Gkn)
36. Mathematics Knowledge (Gq)	N=338856, k=4	N=2275501, k=70	N=338856, k=4	N=338856, k=4
37. Mathematics Achievement (Gq)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
38. Reading Comprehension (Grw)	N=338856, k=4	N=2079792, k=52	N=342938, k=7	N=338856, k=4
39. Reading Decoding (Grw)	--	--	N=4082, k=3	--
40. Reading Speed (Grw)	--	--	--	--
41. Native Language Usage (Grw)	N=338856, k=4	N=340809, k=11	N=342938, k=7	N=338856, k=4
42. Writing Ability (Grw)	--	--	N=4082, k=3	--
43. Spelling Ability (Grw)	N=338856, k=4	N=340809, k=11	N=342938, k=7	N=338856, k=4
44. General Verbal information (Gc)	N=339176, k=5	N=345409, k=23	N=343662, k=11	N=338856, k=4
45. Language Development (Gc)	N=338856, k=4	N=338856, k=4	N=338940, k=5	N=338856, k=4
46. Lexical Knowledge (Gc)	N=338856, k=4	N=2099884, k=75	N=343342, k=10	N=338856, k=4
47. Communication Ability (Gc)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
48. Listening Ability (Gc)	--	--	N=4082, k=3	--
49. Artistic Knowledge (Gkn—A&H)	N=339404, k=6	N=339404, k=6	N=339404, k=6	N=338856, k=4
50. Culinary Knowledge (Gkn—A&H)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
51. Literature Knowledge (Gkn—A&H)	N=339404, k=6	N=339571, k=7	N=339571, k=7	N=338856, k=4
52. Humanities Knowledge (Gkn—A&H)	--	--	N=4082, k=3	--
53. Behavioral Content Knowledge (Gkn)	N=548, k=2	N=717, k=3	N=548, k=2	--
54. Business Knowledge (Gkn)	N=339176, k=5	N=339176, k=5	N=339176, k=5	N=338856, k=4
55. Conventional Knowledge (Gkn)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
56. Foreign Language Proficiency (Gkn)	--	--	--	--
57. Investigative Knowledge (Gkn)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
58. Occupational Knowledge (Gkn)	--	--	N=48, k=1	--
59. Occupational Knowledge (Military) (Gkn)	--	N=603, k=2	--	--
60. Realistic Knowledge (Gkn)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
61. Realistic Knowledge (Applied) (Gkn)	N=338856, k=4	N=338856, k=4	N=338856, k=4	N=338856, k=4
62. General Science Knowledge (Gkn—S)	--	N=1935115, k=63	N=4082, k=3	--
63. Life Sciences Knowledge (Gkn—S)	N=339404, k=6	N=340803, k=19	N=339571, k=7	N=338856, k=4
64. Life Sciences Knowledge (Applied) (Gkn—S)	N=338856, k=4	N=339025, k=5	N=338856, k=4	N=338856, k=4
65. Mechanical Knowledge (Gkn—S)	N=338856, k=4	N=2262710, k=70	N=338890, k=5	N=338856, k=4
66. Natural Sciences Knowledge (Gkn—S)	--	--	N=20607, k=9	--
67. Phys. Science Knowledge (Gkn—S)	……...	N=339404, k=6	N=339404, k=6	N=338856, k=4
68. Phys. Science Knowledge (Applied) (Gkn—S)	.96 (.92-1.00)	……...	N=339571, k=7	N=338856, k=4
69. Social Studies Knowledge (Gkn)	.87 (.86-.89)	.77 (.77-.78)	……...	N=338856, k=4
70. Social Studies Knowledge (Applied) (Gkn)	.87 (.82-.92)	.85 (.82-.87)	.98 (.96-1.00)	……...

Note. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage

and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 34

Convergent and Divergent Validity of Narrow Abilities across Second-Stratum Factors (Average and SD of Meta-Analytic ρ's)

Construct	All Data				Large-Sample Estimates			
	Same Domain		Different Domains		Same Domain		Different Domains	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Fluid Ability (Gf)	.66	.07	.55	.13	.66	.07	.56	.13
Memory--Short Term Memory (Gsm)	.54	.05	.42	.15	.54	.05	.43	.14
Memory--Long-Term Storage and Retrieval (Glr)	.45	.15	.46	.16	.42	.12	.47	.14
Learning Efficiency (Glr--LE)	.45	.06	.41	.11	.50	--	.41	.11
Retrieval Fluency (Glr--RF)	.52	.17	.47	.17	.60	.05	.50	.15
Visual Processing (Gv)	.51	.12	.45	.15	.51	.12	.45	.14
Minus visual memory	.54	.12	.46	.15	.54	.12	.47	.14
Auditory Processing (Ga)	.62	.14	.49	.13	.61	.18	.52	.10
Processing Speed (Gs)	.58	.16	.43	.16	.58	.16	.42	.16
Reaction and Decision Speed (Gt)	--	--	.39	.12	--	--	.41	.07
Quantitative Ability (Gq)	.91	--	.61	.15	.91	--	.63	.14
Verbal Ability---Reading and Writing (Grw)	.77	.08	.56	.18	.77	.08	.57	.17
Verbal Ability---Comprehension Knowledge (Gc)	.75	.11	.60	.19	.75	.11	.62	.18
Domain-Specific Knowledge (Gkn)	.72	.17	.56	.21	.73	.17	.57	.20

Note. Same Domain = average ρ across narrow abilities within second-stratum factor; Same Domain = average ρ between narrow abilities within second-stratum factor and all other abilities; All data = complete dataset; Large-Sample Estimates = meta-analytic correlations with either $N \geq 2000$, or $N \geq 500$ and $k \geq 3$.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing

Table 35

Convergent and Divergent Validity of Narrow Abilities across Second-Stratum Factors (Separately within Crystallized and Fluid Clusters)

Construct	All Data				Large-Sample Estimates			
	Same Domain		Different Domains		Same Domain		Different Domains	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Fluid/Information Processing Abilities								
Fluid Ability (Gf)	.66	.07	.49	.13	.66	.07	.50	.13
Memory--Short Term Memory (Gsm)	.54	.05	.41	.16	.54	.05	.41	.15
Memory--Long-Term Storage and Retrieval (Glr)	.45	.15	.42	.13	.42	.12	.42	.12
Learning Efficiency (Glr--LE)	.45	.06	.39	.12	.50	--	.40	.13
Retrieval Fluency (Glr--RF)	.52	.17	.42	.13	.60	.05	.41	.11
Visual Processing (Gv)	.51	.12	.43	.15	.51	.12	.44	.14
Minus visual memory	.54	.12	.44	.15	.54	.12	.46	.15
Auditory Processing (Ga)	.62	.14	.48	.11	.61	.18	.48	.11
Processing Speed (Gs)	.58	.16	.46	.13	.58	.16	.45	.13
Reaction and Decision Speed (Gt)	--	--	.42	.12	--	--	.41	.08
Crystallized Abilities								
Quantitative Ability (Gq)	.91	--	.67	.10	.91	--	.67	.10
Verbal Ability---Reading and Writing (Grw)	.77	.08	.65	.16	.77	.08	.65	.16
Verbal Ability---Comprehension Knowledge (Gc)	.75	.11	.70	.17	.75	.11	.71	.16
Domain-Specific Knowledge (Gkn)	.72	.17	.67	.18	.73	.17	.68	.17

Note. Same Domain = average ρ across narrow abilities within second-stratum factor; Same Domain = average ρ between narrow abilities within second-stratum factor and all other abilities; All data = complete dataset; Large-Sample Estimates = meta-analytic correlations with either $N \geq 2000$, or $N \geq 500$ and $k \geq 3$.Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing

Table 36.

Exploratory Factor Analysis of Fluid Ability

	Factor
Construct	Fluid Ability
Induction	**.92**
Quantitative Reasoning	.79
General Sequential Reasoning	.74
Eigenvalues (unrotated solution)	2.33
% of variance accounted for	78

Note. Large factor loadings are in bold.

Table 37.

Exploratory Factor Analysis of Memory—Long Term Storage and Retrieval

	Factor
Construct	Long Term Storage and Retrieval
Originality/Creativity	**.75**
Ideational Fluency	**.74**
Associative Memory	.42
Eigenvalues (unrotated solution)	1.80
% of variance accounted for	60

Note. Large factor loadings are in bold.

Table 38.

Exploratory Factor Analysis of Visual Processing

	Factor
Construct	Processing Speed
Visualization	**.88**
Spatial Scanning	.72
Closure Speed	.71
Visual Memory	.63
Flexibility of Closure	.58
Eigenvalues (unrotated solution)	3.00
% of variance accounted for	60

Note. Large factor loadings are in bold.

Table 39.

Exploratory Factor Analysis of Processing Speed

	Factor
Construct	Processing Speed
Pattern Recognition	**.92**
Scanning	**.87**
Number Facility	.71
Eigenvalues (unrotated solution)	2.11
% of variance accounted for	70

Note. Large factor loadings are in bold.

Table 40.

Exploratory Factor Analysis of Verbal Ability—Reading and Writing

	Factor
Construct	Reading and Writing
Spelling Ability	**.91**
Writing Ability	**.86**
Reading Comprehension	**.84**
Native Language Usage	**.83**
Eigenvalues (unrotated solution)	3.23
% of variance accounted for	81

Note. Meta-analytic mean correlation of spelling ability and reading decoding are near unity; only the former is included in the present factor analysis. Large factor loadings are in bold.

Table 41.

Exploratory Factor Analysis of Verbal Ability—Comprehension Knowledge

	Factor
Construct	Comprehension Knowledge
Lexical Knowledge	**.98**
General Verbal information	**.93**
Communication Ability	.77
Language Development	.74
Eigenvalues (unrotated solution)	3.18
% of variance accounted for	80

Note. Large factor loadings are in bold.

Table 42.

Exploratory Factor Analysis of Domain Specific Knowledge

	Factor	
Construct	"Data" Interest Domains	"People" Interest Domains
Realistic Knowledge (Applied)	**.99**	-.17
Mechanical Knowledge	**.90**	.01
Realistic Knowledge	**.77**	.16
Physical Sciences Knowledge	**.71**	.27
Investigative Knowledge	**.61**	.42
Social Studies Knowledge	**.47**	**.55**
Business Knowledge	.24	**.78**
Life Sciences Knowledge (Applied)	.12	**.87**
Conventional Knowledge	-.17	**.90**
Artistic Knowledge	-.04	**.95**
Eigenvalues (unrotated solution)	7.27	1.32
% of variance accounted for	73	13
	Factor Correlations	
Hard Sciences/Mechanical	1.00	0.61
Non-Hard Sciences/Mechanical	0.61	1.00

Note. Large factor loadings are in bold.

Table 43

Meta-Analytic Correlation Matrix used for Narrow Factor EFA—Original Unsmoothed Matrix

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1. Induction (Gf)	…….																
2. General Sequential Reasoning (Gf)	.68	…….															
3. Quantitative Reasoning (Gf)	.73	.58	…….														
4. Memory Span (Gsm)	.46	.44	.33	…….													
5. Working Memory Capacity (Gsm)	.64	.53	.58	.58	…….												
6. Associative Memory (Glr—LE)	.58	.51	.40	.36	.44	…….											
7. Naming Facility (Glr—RF)	.43	.29	.29	.35	.38	.29	…….										
8. Visualization (Gv)	.65	.57	.61	.28	.53	.49	.28	…….									
9. Visual Memory (Gv)	.44	.47	.22	.32	.40	.41	.39	.51	…….								
10. Phonetic Coding (Ga)	.60	.49	.43	.53	.51	.49	.33	.51	.34	…….							
11. Perceptual Speed (Gs—PS)	.33	.49	.62	.22	.49	.35	.43	.29	.35	.36	…….						
12. Number Facility (Gs)	.46	.46	.68	.33	.48	.33	.55	.29	.30	.36	.58	…….					
13. Quantitative Ability (Gq)	.72	.71	.88	.49	.61	.52	.30	.53	.33	.55	.21	.47	…….				
14. Reading Comprehension (Grw)	.76	.55	.77	.56	.54	.47	.38	.48	.33	.60	.58	.62	.77	…….			
15. Reading Decoding (Grw)	.55	.45	.56	.49	.48	.39	.33	.48	.33	.56	.40	.50	.66	.74	…….		
16. Native Language Usage (Grw)	.63	.56	.70	.52	.60	.34	.28	.37	.20	.57	.26	.47	.66	.73	.79	…….	
17. Writing Ability (Grw)	.55	.49	.56	.42	.44	.39	.30	.45	.36	.51	.43	.48	.62	.74	.68	.67	…….
18. Spelling Ability (Grw)	.52	.59	.71	.58	.64	.48	.34	.22	.35	.64	.31	.53	.61	.73	.99	.77	.82
19. General Verbal information (Gc)	.68	.56	.56	.47	.54	.46	.33	.49	.35	.56	.24	.43	.73	.85	.64	.63	.57
20. Lexical Knowledge (Gc)	.73	.58	.75	.53	.56	.45	.48	.50	.37	.56	.54	.57	.76	.90	.68	.69	.58
21. Listening Ability (Gc)	.65	.54	.50	.48	.53	.46	.39	.50	.44	.56	.35	.41	.74	.77	.64	.74	.56
22. General Science Knowledge (Gkn—S)	.76	.58	.77	.50	.70	.43	.41	.62	.29	.61	.51	.52	.90	.81	.75	.87	.65

Note. Table continues on next page

Cont.	18	19	20	21	22
1. Induction (Gf)					
2. General Sequential Reasoning (Gf)					
3. Quantitative Reasoning (Gf)					
4. Memory Span (Gsm)					
5. Working Memory Capacity (Gsm)					
6. Associative Memory (Glr—LE)					
7. Naming Facility (Glr—RF)					
8. Visualization (Gv)					
9. Visual Memory (Gv)					
10. Phonetic Coding (Ga)					
11. Perceptual Speed (Gs—PS)					
12. Number Facility (Gs)					
13. Quantitative Ability (Gq)					
14. Reading Comprehension (Grw)					
15. Reading Decoding (Grw)					
16. Native Language Usage (Grw)					
17. Writing Ability (Grw)					
18. Spelling Ability (Grw)	.....				
19. General Verbal information (Gc)	.59	.....			
20. Lexical Knowledge (Gc)	.68	.95	.....		
21. Listening Ability (Gc)	.80	.80	.85	.....	
22. General Science Knowledge (Gkn—S)	.79	.65	.87	.96	.....

Note. Entries are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 44

Meta-Analytic Correlation Matrix used for Narrow Factor EFA—Smoothed Matrix

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1. Induction (Gf)	.....																
2. General Sequential Reasoning (Gf)	.66	.....															
3. Quantitative Reasoning (Gf)	.69	.58	.....														
4. Memory Span (Gsm)	.46	.44	.32	.....													
5. Working Memory Capacity (Gsm)	.63	.53	.58	.57	.....												
6. Associative Memory (Glr—LE)	.57	.51	.40	.36	.44	.....											
7. Naming Facility (Glr—RF)	.43	.29	.29	.35	.38	.29	.....										
8. Visualization (Gv)	.65	.54	.55	.27	.51	.47	.27	.....									
9. Visual Memory (Gv)	.43	.47	.22	.32	.40	.41	.39	.50	.....								
10. Phonetic Coding (Ga)	.59	.49	.43	.53	.51	.49	.33	.49	.34	.....							
11. Perceptual Speed (Gs—PS)	.34	.46	.55	.22	.46	.33	.42	.31	.34	.34	.....						
12. Number Facility (Gs)	.46	.45	.66	.33	.47	.33	.55	.29	.30	.36	.57	.....					
13. Quantitative Ability (Gq)	.72	.66	.79	.48	.58	.50	.29	.54	.31	.52	.24	.46	.....				
14. Reading Comprehension (Grw)	.75	.55	.75	.55	.54	.47	.38	.47	.33	.60	.56	.62	.74	.....			
15. Reading Decoding (Grw)	.52	.46	.58	.48	.49	.39	.33	.43	.33	.56	.36	.49	.60	.72	.....		
16. Native Language Usage (Grw)	.63	.54	.65	.51	.58	.33	.28	.38	.19	.56	.27	.47	.67	.72	.75	.....	
17. Writing Ability (Grw)	.54	.49	.56	.42	.45	.39	.30	.42	.36	.51	.40	.47	.58	.73	.68	.65	.....
18. Spelling Ability (Grw)	.52	.53	.59	.55	.58	.44	.32	.25	.33	.59	.34	.51	.62	.69	.87	.76	.75
19. General Verbal information (Gc)	.67	.54	.53	.47	.51	.45	.32	.48	.35	.55	.24	.42	.70	.82	.61	.62	.55
20. Lexical Knowledge (Gc)	.72	.57	.71	.52	.56	.44	.47	.49	.36	.55	.52	.56	.74	.90	.66	.68	.57
21. Listening Ability (Gc)	.63	.53	.50	.47	.53	.45	.38	.47	.43	.56	.32	.40	.70	.75	.65	.71	.56
22. General Science Knowledge (Gkn—S)	.72	.57	.75	.49	.67	.42	.40	.58	.29	.59	.47	.50	.81	.79	.71	.82	.63

Note. Table continues on next page

Cont.	18	19	20	21	22
1. Induction (Gf)					
2. General Sequential Reasoning (Gf)					
3. Quantitative Reasoning (Gf)					
4. Memory Span (Gsm)					
5. Working Memory Capacity (Gsm)					
6. Associative Memory (Glr—LE)					
7. Naming Facility (Glr—RF)					
8. Visualization (Gv)					
9. Visual Memory (Gv)					
10. Phonetic Coding (Ga)					
11. Perceptual Speed (Gs—PS)					
12. Number Facility (Gs)					
13. Quantitative Ability (Gq)					
14. Reading Comprehension (Grw)					
15. Reading Decoding (Grw)					
16. Native Language Usage (Grw)					
17. Writing Ability (Grw)					
18. Spelling Ability (Grw)	.....				
19. General Verbal information (Gc)	.57	.....			
20. Lexical Knowledge (Gc)	.64	.90	.....		
21. Listening Ability (Gc)	.71	.76	.83	.....	
22. General Science Knowledge (Gkn—S)	.72	.65	.81	.89	.....

Note. Entries are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 45

Meta-Analytic Correlation Matrix used for Narrow Factor EFA—Change in Correlations from Original to Smoothed Matrix

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1. Induction (Gf)	.....																
2. General Sequential Reasoning (Gf)	-.02	.....															
3. Quantitative Reasoning (Gf)	-.04	.00	.....														
4. Memory Span (Gsm)	.00	.00	-.01	.....													
5. Working Memory Capacity (Gsm)	-.01	.00	.00	-.01	.....												
6. Associative Memory (Glr—LE)	-.01	.00	.00	.00	.00	.....											
7. Naming Facility (Glr—RF)	.00	.00	.00	.00	.00	.00	.....										
8. Visualization (Gv)	.00	-.03	-.06	-.01	-.02	-.02	-.01	.....									
9. Visual Memory (Gv)	-.01	.00	.00	.00	.00	.00	.00	-.01	.....								
10. Phonetic Coding (Ga)	-.01	.00	.00	.00	.00	.00	.00	-.02	.00	.....							
11. Perceptual Speed (Gs—PS)	.01	-.03	-.07	.00	-.03	-.02	-.01	.02	-.01	-.02	.....						
12. Number Facility (Gs)	.00	-.01	-.02	.00	-.01	.00	.00	.00	.00	.00	-.01	.....					
13. Quantitative Ability (Gq)	.00	-.05	-.09	-.01	-.03	-.02	-.01	.01	-.02	-.03	.03	-.01	.....				
14. Reading Comprehension (Grw)	-.01	.00	-.02	-.01	.00	.00	.00	-.01	.00	.00	-.02	.00	-.03	.....			
15. Reading Decoding (Grw)	-.03	.01	.02	-.01	.01	.00	.00	-.05	.00	.00	-.04	-.01	-.06	-.02	.....		
16. Native Language Usage (Grw)	.00	-.02	-.05	-.01	-.02	-.01	.00	.01	-.01	-.01	.01	.00	.01	-.01	-.04	.....	
17. Writing Ability (Grw)	-.01	.00	.00	.00	.01	.00	.00	-.03	.00	.00	-.03	-.01	-.04	-.01	.00	-.02	.....
18. Spelling Ability (Grw)	.00	-.06	-.12	-.03	-.06	-.04	-.02	.03	-.02	-.05	.03	-.02	.01	-.04	-.12	-.01	-.07
19. General Verbal information (Gc)	-.01	-.02	-.03	.00	-.03	-.01	-.01	-.01	.00	-.01	.00	-.01	-.03	-.03	-.03	-.01	-.02
20. Lexical Knowledge (Gc)	-.01	-.01	-.04	-.01	.00	-.01	-.01	-.01	-.01	-.01	-.02	-.01	-.02	.00	-.02	-.01	-.01
21. Listening Ability (Gc)	-.02	-.01	.00	-.01	.00	-.01	-.01	-.03	-.01	.00	-.03	-.01	-.04	-.02	.01	-.03	.00
22. General Science Knowledge (Gkn—S)	-.04	-.01	-.02	-.01	-.03	-.01	-.01	-.04	.00	-.02	-.04	-.02	-.09	-.02	-.04	-.05	-.02

Note. Table continues on next page

Cont.	18	19	20	21	22
1. Induction (Gf)					
2. General Sequential Reasoning (Gf)					
3. Quantitative Reasoning (Gf)					
4. Memory Span (Gsm)					
5. Working Memory Capacity (Gsm)					
6. Associative Memory (Glr—LE)					
7. Naming Facility (Glr—RF)					
8. Visualization (Gv)					
9. Visual Memory (Gv)					
10. Phonetic Coding (Ga)					
11. Perceptual Speed (Gs—PS)					
12. Number Facility (Gs)					
13. Quantitative Ability (Gq)					
14. Reading Comprehension (Grw)					
15. Reading Decoding (Grw)					
16. Native Language Usage (Grw)					
17. Writing Ability (Grw)					
18. Spelling Ability (Grw)	.....				
19. General Verbal information (Gc)	-.02	.....			
20. Lexical Knowledge (Gc)	-.04	-.05	.....		
21. Listening Ability (Gc)	-.09	-.04	-.02	.....	
22. General Science Knowledge (Gkn—S)	-.07	.00	-.06	-.07	.....

Note. Entries are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 46.

Exploratory Factor Analysis of Narrow Ability Factors—All Data Included

Construct	Factor						
	Fluid Ability	Short-Term Memory—Working Memory	Perceptual Speed	Reading and Writing--Reading Comp.	Reading and Writing—Spelling	Comprehension Knowledge—General Verbal Information	Comprehension Knowledge--Listening Ability
Quantitative Reasoning (Gf)	**.83**	.04	.19	.05	.11	.05	-.05
Quantitative Ability (Gq)	**.49**	.14	-.15	.12	.09	.19	.23
Visualization (Gv)	**.40**	.23	-.16	.13	-.25	.14	.26
General Sequential Reasoning (Gf)	**.39**	-.04	-.10	.00	.19	.20	.14
Number Facility (Gs)	**.37**	-.11	**.31**	.09	.21	.11	-.07
Induction (Gf)	**.31**	.13	.01	.25	-.04	.24	.19
Associative Memory (Glr—LE)	**.19**	-.15	-.10	.14	**.17**	.14	**.18**
Working Memory Capacity (Gsm)	.25	**.33**	-.06	-.06	**.31**	.14	.06
Perceptual Speed (Gs—PS)	.16	.00	**.70**	.10	-.02	-.06	.08
Naming Facility (Glr—RF)	-.09	.13	**.39**	-.20	.09	.23	.13
Reading Comprehension (Grw)	.08	.00	.28	**.45**	.08	**.36**	.12
Spelling Ability (Grw)	.09	-.07	-.01	-.02	**.91**	-.01	.13
Reading Decoding (Grw)	-.01	.17	.07	.09	**.72**	.13	-.02
Writing Ability (Grw)	.05	.01	.02	**.42**	**.50**	.00	.03
Native Language Usage (Grw)	.14	.27	-.03	.12	**.42**	.03	.23
Memory Span (Gsm)	-.22	.18	.17	.12	**.38**	.22	.00
Phonetic Coding (Ga)	-.05	.19	-.01	.18	**.33**	.17	.10
General Verbal information (Gc)	.02	.01	-.09	.07	.04	**.94**	.01
Lexical Knowledge (Gc)	.13	.04	.28	-.05	.01	**.65**	.21
Listening Ability (Gc)	-.08	-.04	.02	.03	.10	.14	**.87**
General Science Knowledge (Gkn—S)	.19	.27	.13	.08	.11	-.09	**.64**
Visual Memory (Gv)	.06	**-.32**	-.02	.02	.08	.12	**.37**

Eigenvalues	12.15	1.50	1.27	1.06	.85	.75	.63
% of variance accounted for	55	7	6	5	4	3	3
				Factor Correlations			
Fluid Ability	1	.37	.32	.46	.40	.44	.47
Short-Term Memory—Working Memory	.37	1	.11	.28	.28	.28	.39
Perceptual Speed	.32	.11	1	.24	.31	.26	.25
Reading and Writing--Reading Comp.	.46	.28	.24	1	.47	.51	.40
Reading and Writing—Spelling	.40	.28	.31	.47	1	.49	.56
Comprehension Know.—General Verbal Info.	.44	.28	.26	.51	.49	1	.66
Comprehension Know.— --Listening Ability	.47	.39	.25	.40	.56	.66	1

Note. Large factor loadings are in bold.

Table 47.

Meta-Analytic Correlation Matrix of Woodcock-Johnson Tests, Sorted into Factor Domains (1st set of columns)

	1	2	3	4	5	6
1. Induction (Gf)	……...	N=7045, k=7	N=8210, k=7	N=8377, k=7	N=6808, k=6	N=7505, k=7
2. General Sequential Reasoning (Gf)	.65 (.59-.70)	……...	N=7045, k=7	N=7045, k=7	N=6526, k=6	N=6836, k=7
3. Quantitative Reasoning (Gf)	.62 (.54-.70)	.57 (.53-.62)	……...	N=8206, k=7	N=6956, k=6	N=7410, k=7
4. Memory Span (Gsm)	.46 (.42-.49)	.48 (.45-.51)	.36 (.34-.39)	……...	N=6956, k=6	N=7510, k=7
5. Working Memory Capacity (Gsm)	.53 (.48-.58)	.52 (.47-.57)	.49 (.44-.53)	.63 (.60-.66)	……...	N=6637, k=6
6. Associative Memory (Glr—LE)	.55 (.50-.60)	.49 (.41-.57)	.39 (.32-.46)	.41 (.36-.46)	.44 (.37-.50)	……...
7. Meaningful Memory (Glr—LE)	.42 (.36-.47)	.44 (.38-.50)	.41 (.36-.46)	.27 (.10-.43)	.38 (.37-.38)	.42 (.33-.51)
8. Naming Facility (Glr—RF)	.36 (.30-.41)	.27 (.22-.31)	.26 (.21-.31)	.35 (.33-.38)	.37 (.32-.41)	.28 (.21-.34)
9. Visualization (Gv)	.58 (.53-.62)	.60 (.57-.64)	.49 (.44-.54)	.44 (.38-.49)	.48 (.44-.52)	.52 (.46-.57)
10. Closure Speed (Gv)	.32 (.19-.46)	.26 (.11-.40)	.20 (.05-.35)	.16 (.00-.32)	--	.30 (.16-.44)
11. Visual Memory (Gv)	.36 (.30-.41)	.45 (.40-.51)	.21 (.14-.28)	.34 (.29-.39)	.36 (.31-.42)	.44 (.38-.51)
12. Phonetic Coding (Ga)	.50 (.46-.54)	.47 (.41-.54)	.43 (.38-.49)	.53 (.47-.59)	.50 (.45-.55)	.48 (.41-.54)
13. Perceptual Speed (Gs—PS)	.42 (.37-.47)	.42 (.35-.48)	.44 (.36-.52)	.33 (.29-.36)	.45 (.39-.52)	.31 (.22-.39)
14. Reading Speed (Gs)	.49 (.46-.52)	.47 (.44-.51)	.44 (.29-.59)	.49 (.46-.53)	.52 (.45-.59)	.43 (.32-.53)
15. Number Facility (Gs)	.48 (.40-.55)	.39 (.32-.47)	.64 (.59-.68)	.31 (.25-.36)	.46 (.41-.51)	.27 (.17-.37)
16. Semantic Processing Speed (Gt)	.40 (.28-.53)	.39 (.26-.52)	.32 (.16-.47)	.29 (.21-.37)	.38 (.24-.51)	.37 (.18-.55)
17. Quantitative Ability (Gq)	.69 (.64-.74)	.63 (.58-.68)	.80 (.78-.82)	.42 (.40-.44)	.55 (.52-.59)	.47 (.41-.52)
18. Reading Comprehension (Grw)	.65 (.60-.69)	.50 (.41-.58)	.60 (.52-.68)	.47 (.42-.52)	.52 (.46-.58)	.45 (.39-.51)
19. Reading Decoding (Grw)	.46 (.40-.52)	.44 (.35-.52)	.56 (.51-.62)	.48 (.43-.54)	.47 (.41-.54)	.39 (.32-.46)
20. Reading Speed (Grw)	.53 (.49-.57)	--	.50 (.44-.55)	--	--	--
21. Native Language Usage (Grw)	.42 (.34-.49)	.48 (.41-.55)	.62 (.56-.67)	.47 (.42-.51)	.54 (.49-.59)	.31 (.19-.42)
22. Writing Ability (Grw)	.46 (.36-.56)	.47 (.38-.57)	.56 (.51-.61)	.42 (.34-.51)	.43 (.34-.53)	.39 (.30-.48)
23. Spelling Ability (Grw)	.47 (.40-.54)	.46 (.37-.55)	.63 (.60-.67)	.49 (.44-.53)	.51 (.45-.57)	.39 (.29-.48)
24. General Verbal information (Gc)	.52 (.44-.60)	.52 (.42-.61)	.52 (.44-.59)	.44 (.38-.51)	.49 (.42-.55)	.42 (.33-.50)
25. Lexical Knowledge (Gc)	.55 (.52-.57)	.45 (.38-.53)	.50 (.44-.56)	.43 (.41-.46)	.46 (.41-.51)	.44 (.38-.50)
26. Listening Ability (Gc)	.55 (.49-.60)	.52 (.43-.61)	.50 (.45-.54)	.48 (.44-.52)	.52 (.47-.57)	.45 (.38-.52)
27. Humanities Knowledge (Gkn—A&H)	.43 (.38-.48)	.49 (.44-.53)	.56 (.51-.61)	.50 (.46-.53)	.52 (.49-.56)	.35 (.30-.40)
28. General Science Knowledge (Gkn—S)	.48 (.47-.50)	.49 (.47-.51)	.64 (.61-.67)	.40 (.39-.42)	.56 (.54-.58)	.34 (.32-.37)
29. Social Studies Knowledge (Gkn)	.53 (.50-.55)	.56 (.53-.58)	.62 (.59-.66)	.43 (.41-.44)	.49 (.47-.51)	.29 (.25-.33)

Table 47. (con't.)

Meta-Analytic Correlation Matrix of Woodcock-Johnson Tests, Sorted into Factor Domains (2nd set of columns)

	7	8	9	10	11	12
1. Induction (Gf)	N=1151, k=3	N=6576, k=6	N=7579, k=6	N=239, k=1	N=7019, k=7	N=7372, k=7
2. General Sequential Reasoning (Gf)	N=1151, k=3	N=6576, k=6	N=6806, k=6	N=239, k=1	N=7017, k=7	N=6682, k=7
3. Quantitative Reasoning (Gf)	N=1151, k=3	N=6576, k=6	N=7579, k=6	N=239, k=1	N=7019, k=7	N=7323, k=7
4. Memory Span (Gsm)	N=1151, k=3	N=6576, k=6	N=7579, k=6	N=239, k=1	N=7019, k=7	N=7376, k=7
5. Working Memory Capacity (Gsm)	N=1151, k=3	N=6411, k=6	N=6912, k=6	--	N=6513, k=6	N=6518, k=6
6. Associative Memory (Glr—LE)	N=1151, k=3	N=6482, k=6	N=6984, k=6	N=239, k=1	N=6823, k=7	N=6889, k=7
7. Meaningful Memory (Glr—LE)	……...	N=1151, k=3	N=1151, k=3	--	N=1151, k=3	N=1151, k=3
8. Naming Facility (Glr—RF)	.26 (.18-.35)	……...	N=6576, k=6	--	N=6576, k=6	N=6290, k=6
9. Visualization (Gv)	.29 (.19-.38)	.25 (.22-.29)	……...	--	N=6780, k=6	N=6931, k=6
10. Closure Speed (Gv)	--	--	--	……...	N=239, k=1	N=239, k=1
11. Visual Memory (Gv)	.31 (.26-.36)	.39 (.32-.46)	.49 (.42-.55)	.52 (.38-.66)	……...	N=6665, k=7
12. Phonetic Coding (Ga)	.37 (.31-.43)	.33 (.27-.38)	.48 (.42-.53)	.25 (.10-.40)	.33 (.27-.39)	……...
13. Perceptual Speed (Gs—PS)	.27 (.24-.30)	.42 (.37-.47)	.39 (.33-.45)	.23 (.08-.38)	.31 (.23-.39)	.34 (.28-.41)
14. Reading Speed (Gs)	.42 (.33-.50)	.57 (.48-.66)	.38 (.34-.42)	--	.38 (.29-.47)	.47 (.39-.55)
15. Number Facility (Gs)	.33 (.29-.37)	.43 (.38-.48)	.35 (.30-.41)	--	.29 (.24-.34)	.36 (.31-.41)
16. Semantic Processing Speed (Gt)	.32 (.24-.41)	.48 (.39-.57)	.40 (.28-.52)	--	.38 (.29-.47)	.36 (.23-.48)
17. Quantitative Ability (Gq)	.50 (.44-.56)	.27 (.22-.33)	.61 (.55-.68)	.26 (.12-.40)	.31 (.26-.35)	.50 (.45-.54)
18. Reading Comprehension (Grw)	.43 (.36-.50)	.37 (.33-.42)	.51 (.47-.55)	.36 (.22-.50)	.32 (.27-.38)	.58 (.53-.63)
19. Reading Decoding (Grw)	.38 (.36-.40)	.33 (.29-.37)	.45 (.42-.48)	.32 (.18-.46)	.33 (.28-.38)	.56 (.52-.60)
20. Reading Speed (Grw)	--	.51 (.46-.56)	--	--	--	--
21. Native Language Usage (Grw)	.46 (.41-.51)	.26 (.19-.32)	.44 (.38-.51)	--	.19 (.08-.29)	.51 (.46-.57)
22. Writing Ability (Grw)	.40 (.27-.52)	.30 (.22-.38)	.42 (.35-.49)	.21 (.06-.35)	.37 (.33-.41)	.51 (.45-.57)
23. Spelling Ability (Grw)	.42 (.37-.48)	.28 (.22-.33)	.43 (.40-.45)	--	.29 (.22-.35)	.51 (.46-.56)
24. General Verbal information (Gc)	.53 (.47-.59)	.31 (.25-.37)	.48 (.43-.54)	--	.32 (.27-.38)	.52 (.44-.61)
25. Lexical Knowledge (Gc)	.48 (.39-.58)	.43 (.37-.49)	.49 (.45-.53)	.39 (.25-.52)	.32 (.27-.37)	.51 (.44-.58)
26. Listening Ability (Gc)	.54 (.48-.59)	.39 (.34-.45)	.47 (.42-.52)	--	.44 (.38-.50)	.56 (.49-.63)
27. Humanities Knowledge (Gkn—A&H)	--	.33 (.30-.36)	.46 (.41-.51)	--	.24 (.19-.29)	.54 (.46-.63)
28. General Science Knowledge (Gkn—S)	--	.33 (.30-.37)	.41 (.37-.44)	--	.23 (.18-.27)	.50 (.45-.54)
29. Social Studies Knowledge (Gkn)	--	.34 (.30-.37)	.40 (.35-.45)	--	.21 (.15-.27)	.46 (.41-.52)

Table 47. (con't.)

Meta-Analytic Correlation Matrix of Woodcock-Johnson Tests, Sorted into Factor Domains (3rd set of columns)

	13	14	15	16	17	18
1. Induction (Gf)	N=6990, k=7	N=2414, k=3	N=7881, k=6	N=3637, k=3	N=8322, k=7	N=7650, k=7
2. General Sequential Reasoning (Gf)	N=6306, k=7	N=2414, k=3	N=6806, k=6	N=2724, k=3	N=7045, k=7	N=7045, k=7
3. Quantitative Reasoning (Gf)	N=6902, k=7	N=2414, k=3	N=7909, k=6	N=3637, k=3	N=8267, k=7	N=8267, k=7
4. Memory Span (Gsm)	N=6979, k=7	N=2414, k=3	N=7877, k=6	N=3637, k=3	N=8320, k=7	N=8393, k=7
5. Working Memory Capacity (Gsm)	N=6142, k=6	N=2289, k=3	N=6949, k=6	N=2874, k=3	N=6956, k=6	N=6770, k=6
6. Associative Memory (Glr—LE)	N=6540, k=7	N=2352, k=3	N=7126, k=6	N=2972, k=3	N=7467, k=7	N=7513, k=7
7. Meaningful Memory (Glr—LE)	N=1144, k=3	N=1151, k=3	N=1151, k=3	N=1151, k=3	N=1151, k=3	N=1151, k=3
8. Naming Facility (Glr—RF)	N=5952, k=6	N=2381, k=3	N=6576, k=6	N=2494, k=3	N=6576, k=6	N=6576, k=6
9. Visualization (Gv)	N=6454, k=6	N=2414, k=3	N=7573, k=6	N=3497, k=3	N=7579, k=6	N=7579, k=6
10. Closure Speed (Gv)	N=239, k=1	--	--	--	N=239, k=1	N=239, k=1
11. Visual Memory (Gv)	N=6293, k=7	N=2414, k=3	N=6780, k=6	N=2698, k=3	N=7019, k=7	N=7019, k=7
12. Phonetic Coding (Ga)	N=6472, k=7	N=2155, k=3	N=7044, k=6	N=2910, k=3	N=7361, k=7	N=7376, k=7
13. Perceptual Speed (Gs—PS)	……..	N=1830, k=3	N=6618, k=6	N=2442, k=3	N=6959, k=7	N=7004, k=7
14. Reading Speed (Gs)	.59 (.47-.70)	……..	N=2414, k=3	N=2414, k=3	N=2414, k=3	N=2414, k=3
15. Number Facility (Gs)	.63 (.57-.69)	.68 (.58-.79)	……..	N=3590, k=3	N=7909, k=6	N=7909, k=6
16. Semantic Processing Speed (Gt)	.60 (.50-.70)	.57 (.47-.67)	.46 (.32-.60)	……..	N=3637, k=3	N=3637, k=3
17. Quantitative Ability (Gq)	.45 (.36-.53)	.49 (.38-.60)	.61 (.55-.68)	.33 (.17-.49)	……..	N=8440, k=7
18. Reading Comprehension (Grw)	.45 (.37-.52)	.57 (.49-.64)	.50 (.42-.59)	.37 (.25-.50)	.71 (.66-.76)	……..
19. Reading Decoding (Grw)	.39 (.33-.45)	.59 (.53-.66)	.50 (.45-.56)	.32 (.21-.43)	.60 (.57-.64)	.72 (.66-.77)
20. Reading Speed (Grw)	.80 (.78-.83)	--	.67 (.63-.72)	--	.60 (.56-.64)	.68 (.63-.72)
21. Native Language Usage (Grw)	.42 (.35-.50)	.57 (.48-.67)	.55 (.50-.60)	.35 (.20-.51)	.68 (.65-.72)	.72 (.65-.78)
22. Writing Ability (Grw)	.43 (.36-.49)	.61 (.53-.68)	.48 (.42-.55)	.42 (.27-.57)	.56 (.50-.63)	.72 (.66-.77)
23. Spelling Ability (Grw)	.47 (.41-.52)	.67 (.63-.71)	.64 (.59-.68)	.35 (.25-.45)	.65 (.62-.69)	.69 (.64-.75)
24. General Verbal information (Gc)	.32 (.25-.39)	.61 (.53-.69)	.45 (.38-.52)	.40 (.26-.53)	.68 (.63-.74)	.73 (.67-.79)
25. Lexical Knowledge (Gc)	.33 (.24-.41)	.51 (.39-.64)	.39 (.29-.48)	.37 (.21-.53)	.66 (.61-.71)	.72 (.67-.77)
26. Listening Ability (Gc)	.34 (.28-.41)	.60 (.53-.68)	.41 (.35-.47)	.38 (.25-.52)	.67 (.65-.70)	.75 (.72-.78)
27. Humanities Knowledge (Gkn—A&H)	.33 (.26-.39)	--	.43 (.39-.48)	--	.68 (.64-.72)	.59 (.50-.68)
28. General Science Knowledge (Gkn—S)	.34 (.30-.38)	--	.35 (.32-.38)	--	.73 (.71-.76)	.64 (.60-.68)
29. Social Studies Knowledge (Gkn)	.38 (.35-.42)	--	.48 (.45-.52)	--	.70 (.67-.72)	.63 (.58-.67)

Table 47. (con't.)

Meta-Analytic Correlation Matrix of Woodcock-Johnson Tests, Sorted into Factor Domains (4th set of columns)

	19	20	21	22	23	24
1. Induction (Gf)	N=8114, k=7	N=4082, k=3	N=6808, k=6	N=8135, k=7	N=8016, k=6	N=7630, k=6
2. General Sequential Reasoning (Gf)	N=7045, k=7	--	N=6724, k=6	N=7045, k=7	N=6806, k=6	N=6806, k=6
3. Quantitative Reasoning (Gf)	N=8048, k=7	N=4082, k=3	N=6808, k=6	N=8178, k=7	N=8008, k=6	N=7630, k=6
4. Memory Span (Gsm)	N=8113, k=7	--	N=6808, k=6	N=8131, k=7	N=8012, k=6	N=7630, k=6
5. Working Memory Capacity (Gsm)	N=6920, k=6	--	N=6527, k=6	N=6956, k=6	N=6956, k=6	N=6912, k=6
6. Associative Memory (Glr—LE)	N=7372, k=7	--	N=6598, k=6	N=7372, k=7	N=7194, k=6	N=7009, k=6
7. Meaningful Memory (Glr—LE)	N=1151, k=3	--	N=1151, k=3	N=1151, k=3	N=1151, k=3	N=1151, k=3
8. Naming Facility (Glr—RF)	N=6576, k=6	N=4082, k=3	N=6576, k=6	N=6576, k=6	N=6576, k=6	N=6576, k=6
9. Visualization (Gv)	N=7516, k=6	--	N=6808, k=6	N=7579, k=6	N=7579, k=6	N=7516, k=6
10. Closure Speed (Gv)	N=239, k=1	--	--	N=239, k=1	--	--
11. Visual Memory (Gv)	N=7019, k=7	--	N=6715, k=6	N=7019, k=7	N=6780, k=6	N=6780, k=6
12. Phonetic Coding (Ga)	N=7254, k=7	--	N=6445, k=6	N=7296, k=7	N=7099, k=6	N=6945, k=6
13. Perceptual Speed (Gs—PS)	N=6851, k=7	N=4082, k=3	N=6068, k=6	N=6864, k=7	N=6686, k=6	N=6479, k=6
14. Reading Speed (Gs)	N=2414, k=3	--	N=2414, k=3	N=2414, k=3	N=2414, k=3	N=2414, k=3
15. Number Facility (Gs)	N=7749, k=6	N=4082, k=3	N=6808, k=6	N=7899, k=6	N=7909, k=6	N=7630, k=6
16. Semantic Processing Speed (Gt)	N=3544, k=3	--	N=2726, k=3	N=3615, k=3	N=3637, k=3	N=3502, k=3
17. Quantitative Ability (Gq)	N=8134, k=7	N=4082, k=3	N=6808, k=6	N=8178, k=7	N=8060, k=6	N=7630, k=6
18. Reading Comprehension (Grw)	N=8208, k=7	N=4082, k=3	N=6808, k=6	N=8178, k=7	N=8060, k=6	N=7630, k=6
19. Reading Decoding (Grw)	……...	--	N=6808, k=6	N=8003, k=7	N=7824, k=6	N=7566, k=6
20. Reading Speed (Grw)	--	……...	--	--	--	--
21. Native Language Usage (Grw)	.71 (.67-.75)	--	……...	N=6808, k=6	N=6808, k=6	N=6808, k=6
22. Writing Ability (Grw)	.68 (.64-.72)	--	.60 (.53-.67)	……...	N=7939, k=6	N=7630, k=6
23. Spelling Ability (Grw)	.80 (.76-.84)	--	.80 (.75-.85)	.66 (.58-.74)	……...	N=7630, k=6
24. General Verbal information (Gc)	.60 (.50-.70)	--	.64 (.58-.71)	.54 (.38-.70)	.65 (.59-.71)	……...
25. Lexical Knowledge (Gc)	.61 (.57-.65)	.55 (.51-.59)	.64 (.57-.70)	.53 (.43-.62)	.58 (.54-.63)	.86 (.81-.90)
26. Listening Ability (Gc)	.64 (.59-.68)	--	.66 (.61-.71)	.56 (.46-.66)	.64 (.58-.70)	.76 (.69-.82)
27. Humanities Knowledge (Gkn—A&H)	.57 (.50-.64)	--	.65 (.61-.69)	.42 (.35-.49)	.62 (.56-.67)	.77 (.73-.82)
28. General Science Knowledge (Gkn—S)	.61 (.57-.65)	--	.66 (.64-.69)	.52 (.48-.57)	.61 (.56-.66)	.60 (.58-.63)
29. Social Studies Knowledge (Gkn)	.64 (.60-.69)	--	.64 (.61-.67)	.51 (.45-.58)	.62 (.57-.66)	.73 (.70-.76)

Table 47. (con't.)

Meta-Analytic Correlation Matrix of Woodcock-Johnson Tests, Sorted into Factor Domains (5th set of columns)

	25	26	27	28	29
1. Induction (Gf)	N=8243, k=7	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
2. General Sequential Reasoning (Gf)	N=7045, k=7	N=6806, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
3. Quantitative Reasoning (Gf)	N=8156, k=7	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
4. Memory Span (Gsm)	N=8275, k=7	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
5. Working Memory Capacity (Gsm)	N=6956, k=6	N=6835, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
6. Associative Memory (Glr—LE)	N=7450, k=7	N=6908, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
7. Meaningful Memory (Glr—LE)	N=1151, k=3	N=1151, k=3	--	--	--
8. Naming Facility (Glr—RF)	N=6576, k=6	N=6576, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
9. Visualization (Gv)	N=7579, k=6	N=7355, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
10. Closure Speed (Gv)	N=239, k=1	--	--	--	--
11. Visual Memory (Gv)	N=7019, k=7	N=6780, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
12. Phonetic Coding (Ga)	N=7343, k=7	N=6811, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
13. Perceptual Speed (Gs—PS)	N=6912, k=7	N=6378, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
14. Reading Speed (Gs)	N=2414, k=3	N=2414, k=3	--	--	--
15. Number Facility (Gs)	N=7827, k=6	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
16. Semantic Processing Speed (Gt)	N=3637, k=3	N=3346, k=3	--	--	--
17. Quantitative Ability (Gq)	N=8245, k=7	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
18. Reading Comprehension (Grw)	N=8259, k=7	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
19. Reading Decoding (Grw)	N=8040, k=7	N=7409, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
20. Reading Speed (Grw)	N=4082, k=3	--	--	--	--
21. Native Language Usage (Grw)	N=6808, k=6	N=6808, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
22. Writing Ability (Grw)	N=8081, k=7	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
23. Spelling Ability (Grw)	N=7962, k=6	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
24. General Verbal information (Gc)	N=7630, k=6	N=7421, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
25. Lexical Knowledge (Gc)	……...	N=7428, k=6	N=4082, k=3	N=4082, k=3	N=4082, k=3
26. Listening Ability (Gc)	.77 (.74-.81)	……...	N=4082, k=3	N=4082, k=3	N=4082, k=3
27. Humanities Knowledge (Gkn—A&H)	.78 (.76-.80)	.75 (.70-.80)	……...	N=4082, k=3	N=4082, k=3
28. General Science Knowledge (Gkn—S)	.78 (.77-.80)	.78 (.73-.83)	.79 (.76-.82)	……...	N=4082, k=3
29. Social Studies Knowledge (Gkn)	.81 (.80-.82)	.77 (.74-.81)	.81 (.78-.83)	.87 (.83-.90)	……...

Note. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 48.

Exploratory Factor Analysis of Woodcock-Johnson Battery Tests

Construct	Factor							
	Fluid	Short-Term Memory	Retrieval Fluency	Processing Speed	Verbal Ability--Reading and Writing	Verbal Ability--Comprehension Knowledge	Science Knowledge	Social Studies Knowledge
Induction (Gf)	**.73**	-.04	.11	.11	.05	.04	.01	.09
General Sequential Reasoning (Gf)	**.61**	.27	-.09	.02	.00	.05	-.05	.21
Visualization (Gv)	**.55**	.21	.03	.00	.06	.12	.03	-.07
Associative Memory (Glr--LE)	**.45**	.19	.19	-.06	.10	.12	.07	-.19
Quantitative Ability (Gq)	**.43**	-.02	-.17	.23	.05	.21	**.38**	-.03
Quantitative Reasoning (Gf)	**.40**	-.04	-.23	.32	.16	-.04	**.31**	.06
Memory Span (Gsm)	.16	**.54**	.09	-.04	.24	.02	-.10	.09
Working Memory Capacity (Gsm)	.13	**.48**	.08	.17	.03	.05	.27	-.06
Naming Facility/Speed of Lex. Acc. (Glr--RF)	-.02	.10	**.55**	.35	-.05	.03	.08	.04
Visual Memory (Gv)	.25	**.25**	**.34**	.09	.03	.08	-.04	-.13
Number Facility (Gs)	.00	-.01	.02	**.98**	.04	.03	-.05	.02
Perceptual Speed (Gs—P)	.13	.12	.17	**.51**	.11	-.12	.01	.05
Reading Decoding (Grw)	.02	.05	.03	.01	**.83**	-.02	-.04	.15
Spelling Ability (Grw)	-.11	.14	-.13	.21	**.71**	.11	.06	-.03
Writing Ability (Grw)	.16	-.06	.10	.05	**.67**	.00	.03	-.01
Native Language Usage (Grw)	-.07	.12	-.13	.12	**.58**	.13	.19	.00
Reading Comprehension (Grw)	.22	-.13	.15	.00	**.55**	.28	.11	-.07
Phonetic Coding (Ga)	.16	**.28**	.14	-.02	**.29**	.12	.08	-.04
General Verbal information (Gc)	.05	.02	-.03	.04	.06	**.95**	-.09	.03
Lexical Knowledge (Gc)	.03	-.06	.23	-.03	.08	**.61**	.22	.17
Humanities Knowledge (Gkn)	-.08	.25	-.05	.09	-.05	**.47**	.30	.22
Listening Ability (Gc)	.06	.09	.18	-.03	.23	**.34**	.23	.17
General Science Knowledge (Gkn)	.03	.07	.08	-.07	.17	.01	**.70**	.29
Social Studies Knowledge (Gkn)	.09	.00	.00	.11	.09	.20	.14	**.67**

Eigenvalues	12.78	1.74	1.32	1.06	0.96	0.83	0.63	0.53
% of variance accounted for	53	7	6	4	4	3	3	2
				Factor Correlations: Second-Stratum				
Fluid	1	.36	.18	.41	.47	.44	.36	.20
Short-Term Memory	.36	1	.18	.26	.38	.33	.24	.21
Retrieval Fluency	.18	.18	1	.05	.14	.18	.06	.08
Processing Speed	.41	.26	.05	1	.53	.36	.32	.23
Reading and Writing	.47	.38	.14	.53	1	.61	.49	.37
Comprehension Knowledge	.44	.33	.18	.36	.61	1	.51	.48
Science Knowledge	.36	.24	.06	.32	.49	.51	1	.51
Social Studies Knowledge	.20	.21	.08	.23	.37	.48	.51	1

Note. Large factor loadings are in bold.

Table 49.

Meta-Analytic Correlations between General Cognitive Ability (g) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
Fluid Ability (Gf)	17,373	105	.58	.14	**.76**	.10	.72-.80	.63-.88
Less than 40 years old	12,843	76	.58	.15	**.77**	.12	.72-.82	.62-.91
14-19 years old	7,260	48	.62	.13	**.81**	.08	.77-.85	.71-.91
14-17 years old	4,444	33	.62	.10	**.76**	.08	.71-.81	.65-.86
18-19 years old	1,108	9	.47	.14	**.71**	.07	.63-.79	.62-.80
20-39 years old	3,541	19	.53	.16	**.66**	.14	.56-.76	.49-.84
20-24 years old	1,516	10	.54	.10	**.71**	.00	.63-.79	.71-.71
25-29 years old	1,248	5	.46	.24	**.53**	.25	.26-.80	.22-.84
30-39 years old	477	3	.66	.07	**.76**	.07	.65-.88	.68-.85
40 years of age and older	2,680	18	.62	.10	**.67**	.09	.62-.72	.55-.79
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	1,310	10	.63	.11	**.68**	.11	.61-.76	.54-.82
Short Term Memory (Gsm)	6,639	38	.53	.10	**.65**	.00	.61-.70	.65-.65
Less than 40 years old	3,427	22	.48	.13	**.56**	.09	.48-.63	.44-.67
14-19 years old	1,379	10	.44	.11	**.51**	.05	.41-.60	.44-.57
14-17 years old	618	5	.49	.12	**.62**	.07	.52-.73	.53-.71
18-19 years old	761	5	.40	.12	**.45**	.03	.30-.60	.42-.49
20-39 years old	1,381	8	.60	.05	**.68**	.00	.64-.73	.68-.68
20-24 years old	469	3	.57	.04	**.65**	.00	.57-.73	.65-.65
25-29 years old	200	1	.66	--	**.72**	--	.64-.81	--
30-39 years old	412	3	.63	.02	**.75**	.00	.70-.81	.75-.75
40 years of age and older	1,980	11	.60	.04	**.66**	.00	.63-.69	.66-.66
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	810	5	.60	.05	**.68**	.00	.63-.73	.68-.68
Long Term Storage--Learn. Eff. (Glr--LE)	600	4	.35	.05	**.64**	.00	.60-.67	.64-.64
Less than 40 years old	167	3	.29	.06	**.58**	.00	.53-.63	.58-.58
14-19 years old	167	3	.29	.06	**.54**	.00	.49-.60	.54-.54
14-17 years old	108	2	.30	.09	**.46**	.00	.36-.57	.46-.46
18-19 years old	59	1	.27	--	**.59**	--	.45-.74	--

20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Ret. Fluency (Glr--RF)	1,560	8	.31	.27	**.57**	.16	.43-.71	.37-.77
Less than 40 years old	1,127	7	.24	.28	**.46**	.22	.28-.64	.18-.75
14-19 years old	766	4	.20	.34	**.49**	.23	.24-.75	.20-.79
14-17 years old	271	2	.54	.36	**.66**	.28	.27-1.00	.31-1.00
18-19 years old	176	1	-.02	--	**.51**	--	.42-.59	--
20-39 years old	177	1	.48	--	**.71**	--	.63-.80	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	177	1	.48	--	**.74**	--	.66-.81	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Visual Processing (Gv)	36,175	128	.64	.18	**.75**	.07	.72-.78	.66-.85
Less than 40 years old	31,506	99	.65	.19	**.62**	.00	.58-.66	.62-.62
14-19 years old	11,229	65	.50	.12	**.48**	.00	.45-.51	.48-.48
14-17 years old	6,354	45	.49	.09	**.55**	.05	.52-.58	.49-.61
18-19 years old	2,980	13	.44	.14	**.70**	.00	.64-.76	.70-.70
20-39 years old	2,528	15	.53	.06	**.61**	.00	.57-.65	.61-.61
20-24 years old	644	5	.54	.13	**.63**	.02	.50-.76	.61-.66
25-29 years old	1,020	4	.50	.03	**.61**	.00	.57-.66	.61-.61
30-39 years old	564	5	.51	.05	**.66**	.00	.62-.69	.66-.66
40 years of age and older	2,680	18	.57	.06	**.63**	.02	.60-.66	.60-.65
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	1,310	10	.55	.07	**.61**	.04	.56-.66	.56-.66
Auditory Processing (Ga)	3,145	3	.41	.08	**.70**	.00	.64-.77	.70-.70
Less than 40 years old	3,145	3	.41	.08	**.65**	.00	.59-.71	.65-.65

14-19 years old	319	1	.25	--	**.50**	--	.43-.58	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	177	1	.56	--	**.74**	--	.66-.82	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	177	1	.56	--	**.73**	--	.65-.81	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	51,820	71	.53	.06	**.71**	.00	.69-.73	.71-.71
Less than 40 years old	22,891	53	.45	.07	**.63**	.00	.61-.65	.63-.63
14-19 years old	20,930	38	.45	.06	**.68**	.00	.67-.70	.68-.68
14-17 years old	17,980	26	.46	.06	**.60**	.00	.58-.62	.60-.60
18-19 years old	2,591	10	.41	.07	**.66**	.02	.63-.70	.64-.69
20-39 years old	1,039	6	.48	.06	**.63**	.00	.57-.70	.63-.63
20-24 years old	269	2	.53	.00	**.67**	.00	.54-.79	.67-.67
25-29 years old	456	2	.45	.00	**.58**	.00	.47-.68	.58-.58
30-39 years old	314	2	.48	.00	**.60**	.00	.48-.72	.60-.60
40 years of age and older	1,250	7	.56	.07	**.65**	.05	.59-.71	.58-.71
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	650	4	.53	.09	**.63**	.08	.52-.73	.52-.73
Reaction Time and Decision Speed (Gt)	--	--	--	--	**--**	--	--	--
Less than 40 years old	--	--	--	--	**--**	--	--	--
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	8,258	47	.68	.10	**.83**	.05	.81-.85	.77-.90
Less than 40 years old	8,026	45	.68	.10	**.83**	.04	.81-.85	.77-.89
14-19 years old	5,781	39	.71	.10	**.83**	.05	.80-.85	.77-.89
14-17 years old	3,816	30	.68	.11	**.72**	.09	.68-.76	.60-.84
18-19 years old	357	4	.66	.08	**.58**	.00	.52-.64	.58-.58
20-39 years old	559	2	.60	.06	**.78**	.00	.74-.83	.78-.78
20-24 years old	95	1	.51	--	**.72**	--	.63-.81	--
25-29 years old	464	1	.62	--	**.72**	--	.67-.78	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	6,629	45	.63	.11	**.84**	.03	.82-.87	.80-.89
Less than 40 years old	5,967	41	.64	.11	**.84**	.00	.82-.86	.84-.84
14-19 years old	4,782	36	.64	.13	**.83**	.07	.80-.86	.74-.93
14-17 years old	2,005	23	.64	.08	**.70**	.01	.66-.73	.68-.71
18-19 years old	944	7	.60	.18	**.81**	.09	.73-.89	.69-.93
20-39 years old	50	1	.73	--	**.89**	--	.80-.99	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	50	1	.73	--	**.90**	--	.80-.99	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	11,253	49	.61	.12	**.76**	.05	.73-.80	.70-.83
Less than 40 years old	7,639	31	.61	.15	**.77**	.00	.73-.82	.77-.77
14-19 years old	4,103	14	.63	.13	**.68**	.00	.61-.75	.68-.68
14-17 years old	678	4	.64	.04	**.73**	.00	.67-.80	.73-.73
18-19 years old	2,087	9	.54	.08	**.47**	.00	.43-.52	.47-.47
20-39 years old	1,573	10	.58	.09	**.66**	.00	.60-.72	.66-.66
20-24 years old	788	5	.51	.09	**.63**	.00	.55-.71	.63-.63
25-29 years old	200	1	.68	--	**.72**	--	.64-.80	--
30-39 years old	285	3	.64	.01	**.68**	.00	.61-.75	.68-.68

40 years of age and older	1,980	11	.62	.05	**.66**	.01	.63-.69	.65-.67
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	810	5	.61	.08	**.65**	.06	.58-.72	.57-.73
Hard Science/Mech. Knowledge (Gkn)	675,361	57	.54	.04	**.71**	.01	.71-.72	.70-.73
Less than 40 years old	674,709	50	.54	.04	**.71**	.00	.70-.72	.71-.71
14-19 years old	5,086	30	.50	.09	**.54**	.00	.52-.57	.54-.54
14-17 years old	3,024	23	.48	.10	**.54**	.00	.50-.58	.54-.54
18-19 years old	135	1	.42	--	**.70**	--	.62-.79	--
20-39 years old	1,875	8	.44	.17	**.62**	.05	.52-.72	.55-.68
20-24 years old	848	3	.47	.26	**.69**	.10	.46-.91	.56-.81
25-29 years old	464	1	.37	--	**.52**	--	.46-.59	--
30-39 years old	563	4	.45	.12	**.68**	.07	.59-.76	.59-.76
40 years of age and older	56	1	.51	--	**.51**	--	.25-.77	--
40-49 years old	56	1	.51	--	**.64**	--	.48-.81	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	--	--	--	--	**--**	--	--	--
Less than 40 years old	--	--	--	--	**--**	--	--	--
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 50

Meta-Analytic Correlations between Fluid Ability (Gf) and *Broad (Second-Order) Ability Domains*

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	17,373	105	.58	.14	**.76**	.10	.72-.80	.63-.88
Less than 40 years old	12,843	76	.58	.15	**.77**	.12	.72-.82	.62-.91
14-19 years old	7,260	48	.62	.13	**.81**	.08	.77-.85	.71-.91
14-17 years old	4,444	33	.62	.10	**.76**	.08	.71-.81	.65-.86
18-19 years old	1,108	9	.47	.14	**.71**	.07	.63-.79	.62-.80
20-39 years old	3,541	19	.53	.16	**.66**	.14	.56-.76	.49-.84
20-24 years old	1,516	10	.54	.10	**.71**	.00	.63-.79	.71-.71
25-29 years old	1,248	5	.46	.24	**.53**	.25	.26-.80	.22-.84
30-39 years old	477	3	.66	.07	**.76**	.07	.65-.88	.68-.85
40 years of age and older	2,680	18	.62	.10	**.67**	.09	.62-.72	.55-.79
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	1,310	10	.63	.11	**.68**	.11	.61-.76	.54-.82
Short Term Memory (Gsm)	361,141	74	.29	.05	**.42**	.05	.40-.44	.36-.48
Less than 40 years old	353,238	44	.29	.04	**.42**	.05	.40-.44	.36-.47
14-19 years old	345,351	22	.29	.03	**.42**	.03	.40-.44	.37-.46
14-17 years old	266,449	10	.29	.01	**.42**	.01	.41-.43	.41-.43
18-19 years old	1,107	6	.36	.11	**.50**	.11	.34-.67	.36-.65
20-39 years old	6,361	15	.36	.13	**.52**	.09	.43-.61	.40-.64
20-24 years old	567	3	.36	.03	**.52**	.00	.44-.59	.52-.52
25-29 years old	2,072	4	.18	.09	**.54**	.01	.46-.63	.54-.55
30-39 years old	1,143	5	.35	.18	**.45**	.16	.24-.67	.24-.66
40 years of age and older	6,392	23	.46	.09	**.51**	.04	.47-.55	.46-.56
40-49 years old	768	3	.36	.00	**.50**	.00	.45-.55	.50-.50
50-59 years old	340	1	.37	--	**.42**	--	.32-.52	--
60+ years old	2,104	11	.41	.09	**.49**	.08	.42-.56	.39-.60
Long Term Storage--Learn. Eff. (Glr--LE)	13,545	32	.38	.11	**.55**	.09	.49-.61	.44-.66
Less than 40 years old	9,283	22	.36	.09	**.56**	.06	.49-.62	.48-.64
14-19 years old	4,462	13	.38	.06	**.56**	.00	.51-.61	.56-.56
14-17 years old	674	5	.24	.09	**.49**	.00	.43-.56	.49-.49
18-19 years old	638	4	.20	.06	**.39**	.00	.12-.66	.39-.39

20-39 years old	4,509	7	.34	.11	**.51**	.09	.42-.59	.39-.62
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.18	.01	**.56**	.00	.54-.58	.56-.56
30-39 years old	538	2	.21	.04	**.24**	.00	.18-.30	.24-.24
40 years of age and older	3,829	9	.43	.11	**.49**	.11	.40-.58	.34-.64
40-49 years old	615	2	.38	.00	**.49**	.00	.40-.59	.49-.49
50-59 years old	340	1	.31	--	**.36**	--	.25-.47	--
60+ years old	1,111	4	.34	.03	**.40**	.00	.36-.43	.40-.40
Long Term Storage--Ret. Fluency (Glr--RF)	355,920	49	.47	.03	**.68**	.02	.66-.70	.65-.71
Less than 40 years old	350,495	31	.47	.03	**.69**	.03	.66-.71	.64-.73
14-19 years old	344,401	16	.47	.02	**.69**	.03	.67-.72	.65-.73
14-17 years old	265,919	6	.47	.02	**.69**	.02	.66-.72	.66-.71
18-19 years old	1,066	5	.21	.04	**.49**	.00	.40-.58	.49-.49
20-39 years old	5,356	10	.29	.06	**.45**	.00	.40-.50	.45-.45
20-24 years old	135	1	.24	--	**.60**	--	.48-.72	--
25-29 years old	2,175	4	.23	.06	**.61**	.00	.56-.67	.61-.61
30-39 years old	919	3	.33	.06	**.42**	.05	.32-.53	.37-.48
40 years of age and older	4,495	13	.39	.06	**.43**	.00	.38-.48	.43-.43
40-49 years old	942	5	.42	.09	**.60**	.05	.51-.69	.54-.66
50-59 years old	409	1	.34	--	**.38**	--	.29-.48	--
60+ years old	1,419	5	.38	.07	**.45**	.05	.37-.53	.38-.52
Visual Processing (Gv)	432,122	168	.45	.05	**.65**	.00	.64-.66	.65-.65
Less than 40 years old	416,184	121	.45	.04	**.63**	.00	.62-.65	.63-.63
14-19 years old	353,919	49	.46	.02	**.67**	.00	.66-.67	.67-.67
14-17 years old	269,304	27	.46	.01	**.67**	.00	.66-.68	.67-.67
18-19 years old	2,166	11	.39	.09	**.65**	.01	.57-.73	.63-.66
20-39 years old	35,360	45	.38	.11	**.49**	.11	.43-.54	.34-.63
20-24 years old	27,895	23	.32	.09	**.51**	.07	.45-.58	.43-.60
25-29 years old	3,664	13	.41	.12	**.68**	.05	.62-.74	.62-.74
30-39 years old	999	6	.40	.11	**.48**	.09	.36-.60	.37-.59
40 years of age and older	7,484	31	.50	.09	**.56**	.06	.52-.61	.48-.64
40-49 years old	735	3	.44	.03	**.57**	.00	.50-.64	.57-.57
50-59 years old	361	1	.35	--	**.40**	--	.30-.50	--
60+ years old	3,008	17	.48	.10	**.57**	.09	.51-.64	.46-.69
Auditory Processing (Ga)	8,601	10	.44	.05	**.62**	.00	.57-.66	.62-.62
Less than 40 years old	6,420	7	.42	.05	**.66**	.03	.60-.72	.62-.70

14-19 years old	4,013	4	.39	.05	**.61**	.07	.52-.70	.52-.70
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,258	2	.49	.00	**.55**	.00	.54-.55	.55-.55
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,182	3	.49	.01	**.54**	.00	.51-.56	.54-.54
40-49 years old	232	1	.34	--	**.58**	--	.49-.68	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	388,045	83	.21	.06	**.32**	.06	.29-.34	.24-.39
Less than 40 years old	383,579	62	.21	.06	**.31**	.06	.28-.35	.24-.39
14-19 years old	341,674	27	.20	.05	**.31**	.08	.25-.37	.21-.41
14-17 years old	267,127	18	.22	.05	**.33**	.07	.26-.40	.24-.42
18-19 years old	734	4	.24	.06	**.52**	.00	.43-.61	.52-.52
20-39 years old	17,781	18	.23	.07	**.52**	.00	.49-.56	.52-.52
20-24 years old	15,814	10	.22	.07	**.50**	.00	.46-.54	.50-.50
25-29 years old	1,229	5	.28	.08	**.53**	.00	.44-.62	.53-.53
30-39 years old	738	3	.33	.04	**.40**	.00	.35-.45	.40-.40
40 years of age and older	3,167	14	.44	.08	**.52**	.07	.47-.58	.44-.60
40-49 years old	383	1	.39	--	**.46**	--	.36-.56	--
50-59 years old	340	1	.41	--	**.49**	--	.39-.60	--
60+ years old	1,844	9	.43	.08	**.52**	.07	.45-.60	.43-.62
Reaction Time and Decision Speed (Gt)	3,954	5	.36	.10	**.49**	.12	.35-.63	.34-.64
Less than 40 years old	2,842	3	.32	.05	**.49**	.06	.38-.59	.41-.57
14-19 years old	1,465	1	.29	--	**.44**	--	.37-.51	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,377	2	.35	.00	**.41**	.00	.35-.47	.41-.41
20-24 years old	85	1	.27	--	**.54**	--	.37-.70	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,112	2	.47	.00	**.51**	.00	.44-.59	.51-.51
40-49 years old	232	1	.38	--	**.62**	--	.53-.70	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	400,511	66	.50	.06	**.72**	.02	.69-.75	.69-.75
Less than 40 years old	393,879	60	.50	.05	**.72**	.02	.70-.75	.69-.75
14-19 years old	347,397	28	.50	.03	**.72**	.02	.70-.75	.70-.75
14-17 years old	267,751	16	.50	.03	**.72**	.02	.68-.76	.70-.74
18-19 years old	1,147	4	.34	.08	**.43**	.00	.29-.58	.43-.43
20-39 years old	19,611	12	.44	.09	**.72**	.00	.67-.77	.72-.72
20-24 years old	15,700	7	.39	.08	**.71**	.00	.68-.75	.71-.71
25-29 years old	316	2	.50	.09	**.71**	.04	.62-.80	.65-.77
30-39 years old	932	1	.57	--	**.75**	--	.71-.79	--
40 years of age and older	2,172	2	.68	.06	**.76**	.06	.67-.85	.68-.84
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	377,846	45	.46	.04	**.65**	.00	.64-.66	.65-.65
Less than 40 years old	375,190	40	.46	.04	**.66**	.01	.64-.67	.64-.67
14-19 years old	345,244	21	.44	.02	**.64**	.01	.63-.65	.63-.65
14-17 years old	266,451	12	.44	.01	**.64**	.01	.63-.65	.62-.66
18-19 years old	458	2	.35	.00	**.53**	.00	.30-.77	.53-.53
20-39 years old	5,176	6	.42	.03	**.62**	.00	.59-.64	.62-.62
20-24 years old	2,368	2	.33	.03	**.65**	.00	.62-.68	.65-.65
25-29 years old	117	1	.50	--	**.81**	--	.72-.90	--
30-39 years old	228	1	.33	--	**.58**	--	.49-.68	--
40 years of age and older	2,237	3	.54	.04	**.60**	.03	.53-.67	.55-.64
40-49 years old	199	1	.51	--	**.78**	--	.70-.85	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	426,521	151	.51	.07	**.71**	.02	.70-.72	.68-.74
Less than 40 years old	416,140	104	.51	.07	**.71**	.03	.70-.73	.67-.76
14-19 years old	352,968	48	.50	.03	**.70**	.00	.69-.71	.70-.70
14-17 years old	267,083	17	.50	.01	**.70**	.01	.69-.71	.69-.71
18-19 years old	2,830	18	.33	.12	**.39**	.06	.29-.49	.32-.47
20-39 years old	35,992	31	.56	.16	**.70**	.10	.63-.77	.57-.83
20-24 years old	26,939	12	.61	.14	**.78**	.09	.72-.84	.65-.90
25-29 years old	3,118	9	.30	.15	**.49**	.16	.39-.58	.29-.68
30-39 years old	2,856	6	.43	.12	**.50**	.10	.35-.65	.37-.63

40 years of age and older	7,804	34	.56	.09	**.60**	.00	.56-.65	.60-.60
40-49 years old	1,234	6	.47	.07	**.56**	.00	.47-.65	.56-.56
50-59 years old	368	1	.46	--	**.50**	--	.41-.59	--
60+ years old	2,711	17	.57	.09	**.64**	.07	.59-.69	.54-.73
Hard Science/Mech. Knowledge (Gkn)	385,042	46	.32	.03	**.56**	.00	.55-.57	.56-.56
Less than 40 years old	384,875	44	.32	.03	**.57**	.00	.56-.58	.57-.57
14-19 years old	343,622	21	.32	.02	**.57**	.00	.56-.57	.57-.57
14-17 years old	267,094	11	.32	.01	**.57**	.00	.57-.57	.57-.57
18-19 years old	1,284	4	.27	.08	**.57**	.05	.43-.71	.51-.62
20-39 years old	15,816	7	.33	.11	**.57**	.00	.49-.64	.57-.57
20-24 years old	15,675	5	.33	.11	**.63**	.07	.55-.70	.54-.72
25-29 years old	117	1	.49	--	**.77**	--	.68-.87	--
30-39 years old	24	1	.49	--	**.71**	--	.43-.99	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	343,553	13	.34	.01	**.59**	.00	.58-.60	.59-.59
Less than 40 years old	342,407	12	.34	.01	**.59**	.00	.58-.60	.59-.59
14-19 years old	341,156	11	.34	.00	**.59**	.00	.59-.60	.59-.59
14-17 years old	265,826	7	.34	.00	**.60**	.00	.59-.60	.60-.60
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.42	--	**.47**	--	.42-.52	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.43	--	**.48**	--	.42-.53	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 51

Meta-Analytic Correlations between Short Term Memory (Gsm) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	6,639	38	.53	.10	**.65**	.00	.61-.70	.65-.65
Less than 40 years old	3,427	22	.48	.13	**.56**	.09	.48-.63	.44-.67
14-19 years old	1,379	10	.44	.11	**.51**	.05	.41-.60	.44-.57
14-17 years old	618	5	.49	.12	**.62**	.07	.52-.73	.53-.71
18-19 years old	761	5	.40	.12	**.45**	.03	.30-.60	.42-.49
20-39 years old	1,381	8	.60	.05	**.68**	.00	.64-.73	.68-.68
20-24 years old	469	3	.57	.04	**.65**	.00	.57-.73	.65-.65
25-29 years old	200	1	.66	--	**.72**	--	.64-.81	--
30-39 years old	412	3	.63	.02	**.75**	.00	.70-.81	.75-.75
40 years of age and older	1,980	11	.60	.04	**.66**	.00	.63-.69	.66-.66
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	810	5	.60	.05	**.68**	.00	.63-.73	.68-.68
Fluid Ability (Gf)	361,141	74	.29	.05	**.42**	.05	.40-.44	.36-.48
Less than 40 years old	353,238	44	.29	.04	**.42**	.05	.40-.44	.36-.47
14-19 years old	345,351	22	.29	.03	**.42**	.03	.40-.44	.37-.46
14-17 years old	266,449	10	.29	.01	**.42**	.01	.41-.43	.41-.43
18-19 years old	1,107	6	.36	.11	**.50**	.11	.34-.67	.36-.65
20-39 years old	6,361	15	.36	.13	**.52**	.09	.43-.61	.40-.64
20-24 years old	567	3	.36	.03	**.52**	.00	.44-.59	.52-.52
25-29 years old	2,072	4	.18	.09	**.54**	.01	.46-.63	.54-.55
30-39 years old	1,143	5	.35	.18	**.45**	.16	.24-.67	.24-.66
40 years of age and older	6,392	23	.46	.09	**.51**	.04	.47-.55	.46-.56
40-49 years old	768	3	.36	.00	**.50**	.00	.45-.55	.50-.50
50-59 years old	340	1	.37	--	**.42**	--	.32-.52	--
60+ years old	2,104	11	.41	.09	**.49**	.08	.42-.56	.39-.60
Long Term Storage--Learn. Eff. (Glr--LE)	15,371	43	.42	.20	**.53**	.20	.45-.62	.27-.79
Less than 40 years old	9,391	21	.35	.16	**.43**	.18	.33-.52	.20-.66
14-19 years old	4,066	9	.30	.07	**.38**	.06	.30-.45	.30-.46
14-17 years old	565	3	.23	.10	**.46**	.03	.31-.60	.42-.50
18-19 years old	446	2	.41	.14	**.52**	.15	.27-.77	.33-.72

20-39 years old	4,695	10	.40	.18	**.56**	.18	.43-.68	.33-.79
20-24 years old	100	1	.37	--	**.42**	--	.23-.62	--
25-29 years old	1,972	4	.32	.16	**.64**	.17	.52-.76	.42-.85
30-39 years old	638	3	.76	.24	**.87**	.27	.56-1.00	.52-1.00
40 years of age and older	5,047	19	.55	.24	**.65**	.27	.49-.80	.30-.99
40-49 years old	732	3	.60	.11	**.79**	.07	.69-.90	.70-.88
50-59 years old	340	1	.86	--	**1.00**	--	.98-1.00	--
60+ years old	1,981	10	.63	.28	**.76**	.34	.53-.98	.33-1.00
Long Term Storage--Ret. Fluency (Glr--RF)	352,957	33	.29	.02	**.41**	.00	.40-.42	.41-.41
Less than 40 years old	348,708	22	.29	.02	**.41**	.02	.39-.42	.39-.43
14-19 years old	343,462	11	.29	.01	**.41**	.01	.39-.42	.39-.43
14-17 years old	265,929	6	.30	.01	**.42**	.01	.40-.43	.41-.43
18-19 years old	346	1	.32	--	**.44**	--	.23-.66	--
20-39 years old	4,893	9	.26	.06	**.43**	.00	.38-.49	.43-.43
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.16	.01	**.55**	.00	.53-.57	.55-.55
30-39 years old	943	4	.30	.09	**.48**	.00	.42-.54	.48-.48
40 years of age and older	3,816	10	.37	.07	**.42**	.00	.36-.47	.42-.42
40-49 years old	653	3	.33	.00	**.46**	.00	.40-.53	.46-.46
50-59 years old	340	1	.22	--	**.25**	--	.14-.37	--
60+ years old	1,111	4	.37	.04	**.43**	.00	.38-.48	.43-.43
Visual Processing (Gv)	359,054	64	.19	.05	**.26**	.06	.24-.28	.19-.33
Less than 40 years old	351,778	38	.18	.04	**.25**	.01	.23-.27	.24-.27
14-19 years old	344,807	19	.18	.03	**.25**	.03	.23-.27	.21-.29
14-17 years old	266,445	10	.18	.01	**.26**	.02	.24-.27	.24-.28
18-19 years old	946	5	.32	.07	**.43**	.00	.33-.53	.43-.43
20-39 years old	6,074	14	.32	.11	**.41**	.11	.33-.49	.27-.55
20-24 years old	636	4	.40	.12	**.54**	.11	.37-.71	.40-.68
25-29 years old	2,072	4	.22	.11	**.51**	.10	.43-.60	.39-.63
30-39 years old	738	3	.23	.19	**.26**	.21	.01-.51	-.01-.53
40 years of age and older	6,044	21	.32	.15	**.37**	.16	.28-.46	.17-.57
40-49 years old	615	2	.23	.00	**.34**	.00	.23-.44	.34-.34
50-59 years old	340	1	.11	--	**.12**	--	.00-.25	--
60+ years old	2,017	10	.22	.16	**.27**	.17	.14-.39	.05-.49
Auditory Processing (Ga)	8,333	10	.45	.06	**.59**	.00	.53-.64	.59-.59
Less than 40 years old	6,256	7	.43	.05	**.59**	.04	.52-.65	.54-.64

14-19 years old	3,932	4	.41	.05	**.54**	.06	.46-.63	.46-.62
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,323	3	.48	.00	**.56**	.00	.55-.56	.56-.56
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	177	1	.51	--	**.71**	--	.63-.79	--
40 years of age and older	2,078	3	.51	.01	**.58**	.00	.55-.60	.58-.58
40-49 years old	232	1	.46	--	**.65**	--	.57-.74	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	345,717	38	.14	.05	**.19**	.06	.17-.21	.11-.27
Less than 40 years old	341,568	20	.14	.04	**.19**	.05	.16-.22	.12-.26
14-19 years old	339,539	9	.14	.04	**.20**	.06	.15-.24	.13-.27
14-17 years old	265,837	7	.15	.04	**.21**	.06	.16-.27	.14-.28
18-19 years old	200	1	.43	--	**.63**	--	.46-.79	--
20-39 years old	1,360	7	.38	.12	**.47**	.13	.35-.60	.31-.64
20-24 years old	269	2	.48	.00	**.63**	.00	.50-.77	.63-.63
25-29 years old	353	2	.39	.19	**.48**	.22	.16-.80	.21-.76
30-39 years old	738	3	.33	.08	**.41**	.08	.29-.53	.31-.51
40 years of age and older	3,167	14	.36	.12	**.43**	.13	.34-.52	.26-.60
40-49 years old	383	1	.25	--	**.30**	--	.19-.42	--
50-59 years old	340	1	.32	--	**.39**	--	.28-.51	--
60+ years old	1,844	9	.34	.14	**.44**	.15	.32-.56	.25-.64
Reaction Time and Decision Speed (Gt)	3,478	5	.30	.09	**.38**	.04	.26-.50	.32-.44
Less than 40 years old	2,364	2	.27	.03	**.38**	.00	.33-.44	.38-.38
14-19 years old	1,270	1	.25	--	**.36**	--	.28-.43	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,094	1	.29	--	**.33**	--	.27-.39	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,114	3	.36	.05	**.37**	.00	.27-.47	.37-.37
40-49 years old	349	2	.21	.09	**.45**	.03	.34-.55	.41-.48
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	358,280	18	.30	.05	**.42**	.06	.38-.45	.34-.49
Less than 40 years old	356,236	15	.30	.04	**.42**	.05	.38-.45	.35-.49
14-19 years old	342,535	10	.30	.02	**.41**	.02	.39-.43	.38-.44
14-17 years old	265,462	5	.30	.01	**.42**	.00	.42-.43	.42-.42
18-19 years old	346	1	.48	--	**.66**	--	.34-.99	--
20-39 years old	2,385	2	.47	.01	**.54**	.00	.53-.56	.54-.54
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,960	2	.52	.00	**.59**	.00	.59-.60	.59-.59
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	358,077	17	.34	.02	**.47**	.02	.46-.49	.44-.50
Less than 40 years old	356,171	15	.34	.02	**.47**	.02	.46-.49	.44-.50
14-19 years old	342,467	10	.34	.01	**.47**	.02	.46-.49	.45-.49
14-17 years old	265,462	5	.34	.01	**.48**	.01	.46-.50	.46-.50
18-19 years old	346	1	.41	--	**.57**	--	.15-1.00	--
20-39 years old	2,511	3	.42	.05	**.51**	.05	.43-.59	.45-.57
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	228	1	.15	--	**.51**	--	.43-.60	--
40 years of age and older	1,907	2	.50	.06	**.56**	.06	.48-.65	.49-.64
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	370,909	69	.33	.04	**.43**	.03	.42-.45	.40-.47
Less than 40 years old	363,179	40	.32	.03	**.43**	.04	.41-.45	.38-.48
14-19 years old	345,047	19	.32	.03	**.43**	.04	.41-.45	.38-.48
14-17 years old	266,051	7	.33	.02	**.45**	.03	.42-.47	.41-.48
18-19 years old	1,107	6	.37	.12	**.47**	.00	.36-.58	.47-.47
20-39 years old	6,271	15	.37	.06	**.49**	.00	.44-.53	.49-.49
20-24 years old	567	3	.38	.01	**.50**	.00	.46-.54	.50-.50
25-29 years old	2,072	4	.26	.07	**.48**	.07	.43-.53	.39-.56
30-39 years old	1,001	5	.36	.10	**.40**	.07	.27-.52	.30-.49

40 years of age and older	6,498	24	.44	.08	**.48**	.00	.43-.52	.48-.48
40-49 years old	885	4	.37	.03	**.44**	.00	.36-.52	.44-.44
50-59 years old	491	2	.33	.00	**.42**	.00	.31-.53	.42-.42
60+ years old	2,004	10	.44	.11	**.50**	.11	.42-.58	.36-.63
Hard Science/Mech. Knowledge (Gkn)	350,503	9	.15	.03	**.25**	.05	.21-.29	.18-.32
Less than 40 years old	350,503	9	.15	.03	**.25**	.05	.21-.29	.18-.32
14-19 years old	339,310	7	.14	.03	**.25**	.05	.21-.29	.19-.31
14-17 years old	265,462	5	.15	.02	**.27**	.03	.22-.31	.23-.31
18-19 years old	346	1	.35	--	**.59**	--	.43-.75	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	342,938	7	.25	.03	**.42**	.04	.39-.46	.37-.47
Less than 40 years old	341,792	6	.25	.02	**.42**	.04	.39-.45	.38-.47
14-19 years old	340,541	5	.25	.02	**.42**	.03	.39-.45	.39-.46
14-17 years old	265,354	3	.26	.01	**.43**	.01	.42-.45	.42-.45
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.47	--	**.53**	--	.48-.58	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.48	--	**.55**	--	.50-.60	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 52

Meta-Analytic Correlations between Long Term Storage--Learning Efficiency (Glr--LE) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	600	4	.35	.05	**.64**	.00	.60-.67	.64-.64
Less than 40 years old	167	3	.29	.06	**.58**	.00	.53-.63	.58-.58
14-19 years old	167	3	.29	.06	**.54**	.00	.49-.60	.54-.54
14-17 years old	108	2	.30	.09	**.46**	.00	.36-.57	.46-.46
18-19 years old	59	1	.27	--	**.59**	--	.45-.74	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Fluid Ability (Gf)	13,545	32	.38	.11	**.55**	.09	.49-.61	.44-.66
Less than 40 years old	9,283	22	.36	.09	**.56**	.06	.49-.62	.48-.64
14-19 years old	4,462	13	.38	.06	**.56**	.00	.51-.61	.56-.56
14-17 years old	674	5	.24	.09	**.49**	.00	.43-.56	.49-.49
18-19 years old	638	4	.20	.06	**.39**	.00	.12-.66	.39-.39
20-39 years old	4,509	7	.34	.11	**.51**	.09	.42-.59	.39-.62
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.18	.01	**.56**	.00	.54-.58	.56-.56
30-39 years old	538	2	.21	.04	**.24**	.00	.18-.30	.24-.24
40 years of age and older	3,829	9	.43	.11	**.49**	.11	.40-.58	.34-.64
40-49 years old	615	2	.38	.00	**.49**	.00	.40-.59	.49-.49
50-59 years old	340	1	.31	--	**.36**	--	.25-.47	--
60+ years old	1,111	4	.34	.03	**.40**	.00	.36-.43	.40-.40
Short Term Memory (Gsm)	15,371	43	.42	.20	**.53**	.20	.45-.62	.27-.79
Less than 40 years old	9,391	21	.35	.16	**.43**	.18	.33-.52	.20-.66
14-19 years old	4,066	9	.30	.07	**.38**	.06	.30-.45	.30-.46
14-17 years old	565	3	.23	.10	**.46**	.03	.31-.60	.42-.50
18-19 years old	446	2	.41	.14	**.52**	.15	.27-.77	.33-.72

20-39 years old	4,695	10	.40	.18	**.56**	.18	.43-.68	.33-.79
20-24 years old	100	1	.37	--	**.42**	--	.23-.62	--
25-29 years old	1,972	4	.32	.16	**.64**	.17	.52-.76	.42-.85
30-39 years old	638	3	.76	.24	**.87**	.27	.56-1.00	.52-1.00
40 years of age and older	5,047	19	.55	.24	**.65**	.27	.49-.80	.30-.99
40-49 years old	732	3	.60	.11	**.79**	.07	.69-.90	.70-.88
50-59 years old	340	1	.86	--	**1.00**	--	.98-1.00	--
60+ years old	1,981	10	.63	.28	**.76**	.34	.53-.98	.33-1.00
Long Term Storage--Ret. Fluency (Glr--RF)	11,983	24	.24	.07	**.36**	.00	.32-.40	.36-.36
Less than 40 years old	7,985	14	.21	.05	**.33**	.03	.29-.37	.30-.36
14-19 years old	3,368	5	.21	.04	**.30**	.00	.25-.36	.30-.30
14-17 years old	465	2	.15	.02	**.52**	.00	.49-.54	.52-.52
18-19 years old	346	1	.25	--	**.31**	--	.03-.60	--
20-39 years old	4,304	7	.20	.05	**.36**	.00	.30-.41	.36-.36
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.14	.04	**.53**	.00	.48-.58	.53-.53
30-39 years old	538	2	.32	.04	**.36**	.00	.30-.42	.36-.36
40 years of age and older	3,565	9	.30	.06	**.34**	.05	.29-.40	.28-.40
40-49 years old	500	2	.22	.00	**.34**	.00	.22-.45	.34-.34
50-59 years old	340	1	.24	--	**.28**	--	.16-.39	--
60+ years old	1,111	4	.36	.05	**.42**	.00	.37-.47	.42-.42
Visual Processing (Gv)	13,280	32	.30	.15	**.41**	.14	.33-.49	.24-.59
Less than 40 years old	8,817	21	.31	.10	**.37**	.06	.30-.45	.29-.45
14-19 years old	3,984	11	.32	.05	**.40**	.00	.35-.45	.40-.40
14-17 years old	674	5	.22	.06	**.23**	.00	.18-.28	.23-.23
18-19 years old	638	4	.23	.02	**.43**	.00	.05-.80	.43-.43
20-39 years old	4,519	8	.30	.13	**.39**	.14	.28-.50	.21-.57
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.17	.01	**.48**	.00	.45-.50	.48-.48
30-39 years old	628	3	.12	.06	**.18**	.02	.08-.29	.16-.20
40 years of age and older	3,775	9	.30	.20	**.35**	.23	.18-.52	.05-.65
40-49 years old	615	2	.30	.00	**.39**	.00	.29-.49	.39-.39
50-59 years old	340	1	.07	--	**.08**	--	-.05-.21	--
60+ years old	1,111	4	.09	.05	**.11**	.00	.05-.16	.11-.11
Auditory Processing (Ga)	6,649	8	.41	.07	**.48**	.07	.42-.54	.39-.57
Less than 40 years old	4,748	5	.39	.07	**.51**	.08	.43-.59	.41-.61

14-19 years old	2,802	3	.36	.07	**.47**	.09	.36-.58	.36-.58
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,946	2	.44	.03	**.49**	.02	.44-.54	.47-.52
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,901	3	.47	.05	**.54**	.04	.45-.62	.48-.59
40-49 years old	232	1	.46	--	**.67**	--	.59-.75	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	3,909	17	.24	.05	**.38**	.00	.35-.41	.38-.38
Less than 40 years old	1,386	9	.24	.05	**.37**	.00	.32-.42	.37-.37
14-19 years old	384	4	.22	.08	**.49**	.00	.43-.56	.49-.49
14-17 years old	384	4	.22	.08	**.53**	.00	.46-.59	.53-.53
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	691	3	.24	.01	**.30**	.00	.28-.31	.30-.30
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	153	1	.26	--	**.31**	--	.13-.49	--
30-39 years old	538	2	.24	.01	**.29**	.00	.28-.31	.29-.29
40 years of age and older	1,834	6	.25	.05	**.31**	.00	.27-.36	.31-.31
40-49 years old	383	1	.23	--	**.29**	--	.17-.41	--
50-59 years old	340	1	.31	--	**.39**	--	.27-.51	--
60+ years old	1,111	4	.24	.05	**.30**	.00	.24-.36	.30-.30
Reaction Time and Decision Speed (Gt)	2,714	5	.32	.12	**.39**	.12	.25-.54	.24-.54
Less than 40 years old	1,796	2	.27	.08	**.36**	.09	.22-.50	.24-.47
14-19 years old	1,014	1	.23	--	**.30**	--	.22-.37	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	782	1	.34	--	**.38**	--	.31-.45	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	917	3	.42	.11	**.45**	.04	.27-.63	.40-.49
40-49 years old	349	2	.37	.18	**.60**	.14	.39-.81	.42-.77
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	7,486	11	.42	.06	**.52**	.04	.47-.56	.46-.57
Less than 40 years old	5,722	9	.40	.05	**.50**	.03	.46-.55	.47-.54
14-19 years old	3,419	6	.39	.06	**.49**	.05	.42-.57	.43-.56
14-17 years old	108	2	.25	.09	**.25**	.00	.14-.37	.25-.25
18-19 years old	346	1	.49	--	**.62**	--	.52-.72	--
20-39 years old	2,073	2	.41	.03	**.47**	.00	.43-.51	.47-.47
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,764	2	.48	.04	**.56**	.04	.49-.62	.51-.60
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	7,557	13	.33	.07	**.42**	.07	.36-.48	.33-.51
Less than 40 years old	5,826	11	.32	.07	**.41**	.07	.35-.48	.33-.50
14-19 years old	3,568	8	.30	.08	**.39**	.08	.30-.49	.30-.49
14-17 years old	279	4	.28	.08	**.28**	.00	.20-.36	.28-.28
18-19 years old	346	1	.46	--	**.58**	--	-1.30-1.00	--
20-39 years old	2,028	2	.35	.07	**.39**	.07	.29-.50	.31-.48
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,731	2	.38	.09	**.43**	.10	.29-.58	.31-.56
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	13,626	32	.31	.10	**.46**	.06	.42-.50	.39-.54
Less than 40 years old	8,794	19	.29	.07	**.46**	.04	.42-.50	.41-.51
14-19 years old	4,040	10	.32	.08	**.41**	.00	.32-.50	.41-.41
14-17 years old	276	2	.23	.05	**.36**	.00	.29-.43	.36-.36
18-19 years old	638	4	.32	.06	**.37**	.00	-.21-.95	.37-.37
20-39 years old	4,442	7	.25	.05	**.38**	.00	.33-.43	.38-.38
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.07	.04	**.33**	.00	.28-.38	.33-.33
30-39 years old	538	2	.30	.02	**.33**	.00	.30-.37	.33-.33

40 years of age and older	3,934	10	.37	.10	**.40**	.00	.30-.51	.40-.40
40-49 years old	732	3	.33	.15	**.39**	.17	.15-.64	.17-.61
50-59 years old	340	1	.34	--	**.39**	--	.28-.50	--
60+ years old	1,111	4	.34	.06	**.39**	.04	.32-.46	.34-.44
Hard Science/Mech. Knowledge (Gkn)	684	4	.19	.03	**.30**	.00	.23-.36	.30-.30
Less than 40 years old	684	4	.19	.03	**.30**	.00	.23-.36	.30-.30
14-19 years old	454	3	.25	.02	**.37**	.00	-.13-.87	.37-.37
14-17 years old	108	2	.30	.05	**.35**	.00	.29-.41	.35-.35
18-19 years old	346	1	.23	--	**.37**	--	.21-.53	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	4,082	3	.32	.04	**.48**	.04	.41-.55	.42-.53
Less than 40 years old	2,936	2	.31	.05	**.47**	.06	.37-.57	.39-.55
14-19 years old	1,685	1	.28	--	**.43**	--	.36-.49	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.35	--	**.40**	--	.34-.45	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.35	--	**.41**	--	.35-.46	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 53

Meta-Analytic Correlations between Long Term Storage--Retrieval Fluency (Glr--RF) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	1,560	8	.31	.27	**.57**	.16	.43-.71	.37-.77
Less than 40 years old	1,127	7	.24	.28	**.46**	.22	.28-.64	.18-.75
14-19 years old	766	4	.20	.34	**.49**	.23	.24-.75	.20-.79
14-17 years old	271	2	.54	.36	**.66**	.28	.27-1.00	.31-1.00
18-19 years old	176	1	-.02	--	**.51**	--	.42-.59	--
20-39 years old	177	1	.48	--	**.71**	--	.63-.80	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	177	1	.48	--	**.74**	--	.66-.81	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Fluid Ability (Gf)	355,920	49	.47	.03	**.68**	.02	.66-.70	.65-.71
Less than 40 years old	350,495	31	.47	.03	**.69**	.03	.66-.71	.64-.73
14-19 years old	344,401	16	.47	.02	**.69**	.03	.67-.72	.65-.73
14-17 years old	265,919	6	.47	.02	**.69**	.02	.66-.72	.66-.71
18-19 years old	1,066	5	.21	.04	**.49**	.00	.40-.58	.49-.49
20-39 years old	5,356	10	.29	.06	**.45**	.00	.40-.50	.45-.45
20-24 years old	135	1	.24	--	**.60**	--	.48-.72	--
25-29 years old	2,175	4	.23	.06	**.61**	.00	.56-.67	.61-.61
30-39 years old	919	3	.33	.06	**.42**	.05	.32-.53	.37-.48
40 years of age and older	4,495	13	.39	.06	**.43**	.00	.38-.48	.43-.43
40-49 years old	942	5	.42	.09	**.60**	.05	.51-.69	.54-.66
50-59 years old	409	1	.34	--	**.38**	--	.29-.48	--
60+ years old	1,419	5	.38	.07	**.45**	.05	.37-.53	.38-.52
Short Term Memory (Gsm)	352,957	33	.29	.02	**.41**	.00	.40-.42	.41-.41
Less than 40 years old	348,708	22	.29	.02	**.41**	.02	.39-.42	.39-.43
14-19 years old	343,462	11	.29	.01	**.41**	.01	.39-.42	.39-.43
14-17 years old	265,929	6	.30	.01	**.42**	.01	.40-.43	.41-.43
18-19 years old	346	1	.32	--	**.44**	--	.23-.66	--

20-39 years old	4,893	9	.26	.06	**.43**	.00	.38-.49	.43-.43
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.16	.01	**.55**	.00	.53-.57	.55-.55
30-39 years old	943	4	.30	.09	**.48**	.00	.42-.54	.48-.48
40 years of age and older	3,816	10	.37	.07	**.42**	.00	.36-.47	.42-.42
40-49 years old	653	3	.33	.00	**.46**	.00	.40-.53	.46-.46
50-59 years old	340	1	.22	--	**.25**	--	.14-.37	--
60+ years old	1,111	4	.37	.04	**.43**	.00	.38-.48	.43-.43
Long Term Storage--Learn. Eff. (Glr--LE)	11,983	24	.24	.07	**.36**	.00	.32-.40	.36-.36
Less than 40 years old	7,985	14	.21	.05	**.33**	.03	.29-.37	.30-.36
14-19 years old	3,368	5	.21	.04	**.30**	.00	.25-.36	.30-.30
14-17 years old	465	2	.15	.02	**.52**	.00	.49-.54	.52-.52
18-19 years old	346	1	.25	--	**.31**	--	.03-.60	--
20-39 years old	4,304	7	.20	.05	**.36**	.00	.30-.41	.36-.36
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.14	.04	**.53**	.00	.48-.58	.53-.53
30-39 years old	538	2	.32	.04	**.36**	.00	.30-.42	.36-.36
40 years of age and older	3,565	9	.30	.06	**.34**	.05	.29-.40	.28-.40
40-49 years old	500	2	.22	.00	**.34**	.00	.22-.45	.34-.34
50-59 years old	340	1	.24	--	**.28**	--	.16-.39	--
60+ years old	1,111	4	.36	.05	**.42**	.00	.37-.47	.42-.42
Visual Processing (Gv)	355,324	47	.39	.04	**.54**	.05	.52-.56	.48-.60
Less than 40 years old	350,115	30	.39	.04	**.54**	.04	.52-.57	.49-.60
14-19 years old	343,877	13	.39	.03	**.55**	.00	.52-.58	.55-.55
14-17 years old	266,096	7	.39	.02	**.55**	.03	.51-.58	.51-.58
18-19 years old	546	2	.24	.00	**.46**	.00	.27-.66	.46-.46
20-39 years old	5,499	12	.20	.06	**.28**	.01	.23-.33	.26-.30
20-24 years old	464	3	.16	.05	**.52**	.00	.48-.56	.52-.52
25-29 years old	2,158	4	.21	.08	**.52**	.00	.45-.60	.52-.52
30-39 years old	750	3	.17	.09	**.24**	.08	.09-.39	.14-.34
40 years of age and older	3,934	9	.22	.06	**.25**	.05	.20-.30	.19-.31
40-49 years old	536	2	.18	.00	**.26**	.00	.15-.37	.26-.26
50-59 years old	395	1	.16	--	**.18**	--	.07-.29	--
60+ years old	1,277	4	.19	.05	**.22**	.00	.16-.28	.22-.22
Auditory Processing (Ga)	7,618	8	.29	.05	**.42**	.00	.36-.48	.42-.42
Less than 40 years old	5,948	6	.27	.05	**.43**	.05	.36-.50	.36-.49

14-19 years old	3,927	4	.23	.04	**.40**	.00	.36-.44	.40-.40
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,021	2	.34	.05	**.38**	.04	.31-.46	.33-.44
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,670	2	.36	.05	**.40**	.04	.33-.48	.36-.45
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	343,791	27	.16	.04	**.22**	.05	.19-.25	.15-.28
Less than 40 years old	340,995	15	.16	.04	**.22**	.05	.18-.26	.15-.29
14-19 years old	339,528	7	.16	.04	**.23**	.06	.17-.29	.16-.31
14-17 years old	265,706	5	.17	.04	**.25**	.06	.19-.32	.18-.33
18-19 years old	320	1	.22	--	**.55**	--	.48-.63	--
20-39 years old	826	4	.25	.06	**.35**	.03	.25-.45	.31-.39
20-24 years old	135	1	.18	--	**.49**	--	.37-.62	--
25-29 years old	153	1	.35	--	**.43**	--	.26-.60	--
30-39 years old	538	2	.24	.04	**.29**	.00	.22-.35	.29-.29
40 years of age and older	1,834	6	.28	.03	**.34**	.00	.32-.37	.34-.34
40-49 years old	383	1	.29	--	**.35**	--	.24-.46	--
50-59 years old	340	1	.26	--	**.32**	--	.20-.43	--
60+ years old	1,111	4	.29	.03	**.35**	.00	.31-.39	.35-.35
Reaction Time and Decision Speed (Gt)	2,611	4	.41	.07	**.54**	.08	.43-.64	.44-.64
Less than 40 years old	1,915	2	.40	.03	**.58**	.00	.53-.64	.58-.58
14-19 years old	1,039	1	.42	--	**.61**	--	.54-.68	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	876	1	.38	--	**.43**	--	.37-.49	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	696	2	.44	.00	**.46**	.00	.37-.56	.46-.46
40-49 years old	117	1	.02	--	**.36**	--	.23-.50	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	346,849	17	.49	.04	**.67**	.04	.64-.70	.61-.72
Less than 40 years old	345,124	15	.49	.04	**.67**	.04	.64-.71	.62-.73
14-19 years old	342,302	9	.49	.03	**.68**	.03	.64-.71	.64-.72
14-17 years old	265,448	4	.49	.03	**.69**	.02	.65-.73	.66-.71
18-19 years old	628	2	.17	.00	**.29**	.00	.11-.47	.29-.29
20-39 years old	2,262	3	.20	.02	**.25**	.00	.21-.29	.25-.25
20-24 years old	135	1	.21	--	**.65**	--	.56-.74	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,725	2	.33	.07	**.37**	.07	.27-.48	.29-.46
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	346,570	15	.42	.02	**.59**	.02	.57-.61	.56-.62
Less than 40 years old	344,646	12	.42	.02	**.59**	.02	.57-.61	.56-.62
14-19 years old	341,926	7	.43	.02	**.59**	.02	.58-.61	.57-.62
14-17 years old	265,354	3	.43	.00	**.61**	.00	.60-.61	.61-.61
18-19 years old	346	1	.28	--	**.40**	--	.13-.67	--
20-39 years old	2,490	4	.28	.03	**.37**	.00	.35-.39	.37-.37
20-24 years old	135	1	.12	--	**.53**	--	.41-.65	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	228	1	.25	--	**.62**	--	.54-.71	--
40 years of age and older	1,924	3	.39	.04	**.44**	.03	.36-.52	.39-.48
40-49 years old	199	1	.49	--	**.79**	--	.72-.87	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	356,362	54	.56	.04	**.76**	.04	.74-.78	.71-.81
Less than 40 years old	350,138	30	.57	.03	**.76**	.04	.74-.79	.71-.81
14-19 years old	343,730	13	.57	.03	**.77**	.02	.75-.80	.75-.79
14-17 years old	265,629	5	.57	.01	**.78**	.00	.77-.79	.78-.78
18-19 years old	866	4	.27	.11	**.31**	.00	.15-.47	.31-.31
20-39 years old	5,670	12	.34	.06	**.47**	.00	.43-.51	.47-.47
20-24 years old	282	2	.31	.01	**.63**	.00	.62-.65	.63-.63
25-29 years old	2,175	4	.30	.08	**.53**	.05	.45-.60	.46-.59
30-39 years old	1,086	4	.39	.04	**.42**	.00	.36-.48	.42-.42

40 years of age and older	4,571	13	.43	.07	**.46**	.00	.41-.52	.46-.46
40-49 years old	1,018	5	.47	.12	**.54**	.06	.41-.68	.46-.63
50-59 years old	409	1	.40	--	**.44**	--	.35-.53	--
60+ years old	1,419	5	.43	.03	**.49**	.00	.45-.52	.49-.49
Hard Science/Mech. Knowledge (Gkn)	340,444	11	.39	.02	**.67**	.00	.66-.69	.67-.67
Less than 40 years old	340,325	10	.39	.01	**.67**	.00	.66-.69	.67-.67
14-19 years old	339,721	7	.39	.01	**.68**	.00	.66-.70	.68-.68
14-17 years old	265,354	3	.39	.01	**.68**	.02	.66-.70	.66-.70
18-19 years old	546	2	.22	.00	**.50**	.00	.26-.73	.50-.50
20-39 years old	167	1	.35	--	**.58**	--	.46-.70	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	167	1	.35	--	**.67**	--	.57-.76	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	343,105	8	.38	.01	**.64**	.00	.63-.66	.64-.64
Less than 40 years old	341,959	7	.38	.01	**.65**	.00	.64-.66	.65-.65
14-19 years old	340,541	5	.38	.01	**.65**	.00	.64-.66	.65-.65
14-17 years old	265,354	3	.39	.00	**.66**	.00	.66-.66	.66-.66
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,418	2	.32	.00	**.39**	.00	.33-.45	.39-.39
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	167	1	.30	--	**.58**	--	.48-.69	--
40 years of age and older	1,146	1	.31	--	**.35**	--	.29-.40	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 54

Meta-Analytic Correlations between Visual Processing (Gv) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	36,175	128	.64	.18	**.75**	.07	.72-.78	.66-.85
Less than 40 years old	31,506	99	.65	.19	**.62**	.00	.58-.66	.62-.62
14-19 years old	11,229	65	.50	.12	**.48**	.00	.45-.51	.48-.48
14-17 years old	6,354	45	.49	.09	**.55**	.05	.52-.58	.49-.61
18-19 years old	2,980	13	.44	.14	**.70**	.00	.64-.76	.70-.70
20-39 years old	2,528	15	.53	.06	**.61**	.00	.57-.65	.61-.61
20-24 years old	644	5	.54	.13	**.63**	.02	.50-.76	.61-.66
25-29 years old	1,020	4	.50	.03	**.61**	.00	.57-.66	.61-.61
30-39 years old	564	5	.51	.05	**.66**	.00	.62-.69	.66-.66
40 years of age and older	2,680	18	.57	.06	**.63**	.02	.60-.66	.60-.65
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	1,310	10	.55	.07	**.61**	.04	.56-.66	.56-.66
Fluid Ability (Gf)	432,122	168	.45	.05	**.65**	.00	.64-.66	.65-.65
Less than 40 years old	416,184	121	.45	.04	**.63**	.00	.62-.65	.63-.63
14-19 years old	353,919	49	.46	.02	**.67**	.00	.66-.67	.67-.67
14-17 years old	269,304	27	.46	.01	**.67**	.00	.66-.68	.67-.67
18-19 years old	2,166	11	.39	.09	**.65**	.01	.57-.73	.63-.66
20-39 years old	35,360	45	.38	.11	**.49**	.11	.43-.54	.34-.63
20-24 years old	27,895	23	.32	.09	**.51**	.07	.45-.58	.43-.60
25-29 years old	3,664	13	.41	.12	**.68**	.05	.62-.74	.62-.74
30-39 years old	999	6	.40	.11	**.48**	.09	.36-.60	.37-.59
40 years of age and older	7,484	31	.50	.09	**.56**	.06	.52-.61	.48-.64
40-49 years old	735	3	.44	.03	**.57**	.00	.50-.64	.57-.57
50-59 years old	361	1	.35	--	**.40**	--	.30-.50	--
60+ years old	3,008	17	.48	.10	**.57**	.09	.51-.64	.46-.69
Short Term Memory (Gsm)	359,054	64	.19	.05	**.26**	.06	.24-.28	.19-.33
Less than 40 years old	351,778	38	.18	.04	**.25**	.01	.23-.27	.24-.27
14-19 years old	344,807	19	.18	.03	**.25**	.03	.23-.27	.21-.29
14-17 years old	266,445	10	.18	.01	**.26**	.02	.24-.27	.24-.28
18-19 years old	946	5	.32	.07	**.43**	.00	.33-.53	.43-.43

20-39 years old	6,074	14	.32	.11	**.41**	.11	.33-.49	.27-.55
20-24 years old	636	4	.40	.12	**.54**	.11	.37-.71	.40-.68
25-29 years old	2,072	4	.22	.11	**.51**	.10	.43-.60	.39-.63
30-39 years old	738	3	.23	.19	**.26**	.21	.01-.51	-.01-.53
40 years of age and older	6,044	21	.32	.15	**.37**	.16	.28-.46	.17-.57
40-49 years old	615	2	.23	.00	**.34**	.00	.23-.44	.34-.34
50-59 years old	340	1	.11	--	**.12**	--	.00-.25	--
60+ years old	2,017	10	.22	.16	**.27**	.17	.14-.39	.05-.49
Long Term Storage--Learn. Eff. (Glr--LE)	13,280	32	.30	.15	**.41**	.14	.33-.49	.24-.59
Less than 40 years old	8,817	21	.31	.10	**.37**	.06	.30-.45	.29-.45
14-19 years old	3,984	11	.32	.05	**.40**	.00	.35-.45	.40-.40
14-17 years old	674	5	.22	.06	**.23**	.00	.18-.28	.23-.23
18-19 years old	638	4	.23	.02	**.43**	.00	.05-.80	.43-.43
20-39 years old	4,519	8	.30	.13	**.39**	.14	.28-.50	.21-.57
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.17	.01	**.48**	.00	.45-.50	.48-.48
30-39 years old	628	3	.12	.06	**.18**	.02	.08-.29	.16-.20
40 years of age and older	3,775	9	.30	.20	**.35**	.23	.18-.52	.05-.65
40-49 years old	615	2	.30	.00	**.39**	.00	.29-.49	.39-.39
50-59 years old	340	1	.07	--	**.08**	--	-.05-.21	--
60+ years old	1,111	4	.09	.05	**.11**	.00	.05-.16	.11-.11
Long Term Storage--Ret. Fluency (Glr--RF)	355,324	47	.39	.04	**.54**	.05	.52-.56	.48-.60
Less than 40 years old	350,115	30	.39	.04	**.54**	.04	.52-.57	.49-.60
14-19 years old	343,877	13	.39	.03	**.55**	.00	.52-.58	.55-.55
14-17 years old	266,096	7	.39	.02	**.55**	.03	.51-.58	.51-.58
18-19 years old	546	2	.24	.00	**.46**	.00	.27-.66	.46-.46
20-39 years old	5,499	12	.20	.06	**.28**	.01	.23-.33	.26-.30
20-24 years old	464	3	.16	.05	**.52**	.00	.48-.56	.52-.52
25-29 years old	2,158	4	.21	.08	**.52**	.00	.45-.60	.52-.52
30-39 years old	750	3	.17	.09	**.24**	.08	.09-.39	.14-.34
40 years of age and older	3,934	9	.22	.06	**.25**	.05	.20-.30	.19-.31
40-49 years old	536	2	.18	.00	**.26**	.00	.15-.37	.26-.26
50-59 years old	395	1	.16	--	**.18**	--	.07-.29	--
60+ years old	1,277	4	.19	.05	**.22**	.00	.16-.28	.22-.22
Auditory Processing (Ga)	11,250	12	.35	.05	**.50**	.00	.46-.54	.50-.50
Less than 40 years old	9,159	9	.34	.04	**.42**	.00	.37-.47	.42-.42

14-19 years old	3,810	3	.34	.06	**.46**	.08	.35-.58	.37-.56
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,271	2	.42	.03	**.48**	.01	.43-.53	.46-.50
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,091	3	.42	.07	**.46**	.08	.34-.59	.37-.56
40-49 years old	232	1	.30	--	**.52**	--	.43-.62	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	451,679	116	.23	.09	**.32**	.09	.28-.35	.21-.43
Less than 40 years old	418,352	85	.21	.06	**.27**	.05	.24-.30	.20-.34
14-19 years old	366,953	45	.19	.03	**.26**	.00	.24-.29	.26-.26
14-17 years old	282,454	30	.20	.02	**.28**	.03	.24-.31	.24-.31
18-19 years old	595	4	.38	.08	**.63**	.00	.52-.73	.63-.63
20-39 years old	26,145	22	.36	.11	**.47**	.11	.40-.54	.34-.61
20-24 years old	15,875	10	.35	.11	**.58**	.07	.52-.64	.49-.67
25-29 years old	1,229	5	.27	.16	**.49**	.13	.31-.66	.33-.65
30-39 years old	9,041	7	.39	.10	**.50**	.12	.39-.61	.34-.65
40 years of age and older	3,084	13	.38	.15	**.47**	.17	.37-.57	.26-.68
40-49 years old	383	1	.29	--	**.35**	--	.24-.46	--
50-59 years old	340	1	.24	--	**.30**	--	.17-.42	--
60+ years old	1,761	8	.37	.14	**.46**	.16	.34-.59	.25-.67
Reaction Time and Decision Speed (Gt)	3,814	5	.34	.10	**.43**	.10	.29-.57	.30-.57
Less than 40 years old	2,719	3	.30	.07	**.43**	.09	.29-.57	.31-.55
14-19 years old	1,383	1	.26	--	**.37**	--	.30-.44	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,336	2	.34	.00	**.40**	.00	.34-.47	.40-.40
20-24 years old	85	1	.08	--	**.36**	--	.19-.53	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,095	2	.44	.00	**.48**	.00	.40-.56	.48-.48
40-49 years old	232	1	.38	--	**.59**	--	.50-.69	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	415,446	82	.40	.05	**.54**	.00	.51-.57	.54-.54
Less than 40 years old	409,185	76	.40	.05	**.51**	.00	.48-.54	.51-.51
14-19 years old	350,604	44	.38	.04	**.52**	.00	.49-.56	.52-.52
14-17 years old	269,094	29	.38	.03	**.52**	.04	.47-.57	.47-.57
18-19 years old	1,123	4	.40	.07	**.50**	.00	.40-.60	.50-.50
20-39 years old	18,552	11	.39	.10	**.48**	.05	.42-.54	.42-.55
20-24 years old	15,270	6	.38	.10	**.67**	.00	.62-.72	.67-.67
25-29 years old	780	3	.30	.13	**.52**	.09	.40-.64	.41-.64
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,009	2	.59	.01	**.68**	.00	.67-.69	.68-.68
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	392,706	63	.28	.05	**.39**	.00	.37-.41	.39-.39
Less than 40 years old	390,272	58	.28	.05	**.36**	.00	.35-.38	.36-.36
14-19 years old	345,986	32	.26	.02	**.36**	.00	.35-.38	.36-.36
14-17 years old	266,856	18	.27	.01	**.37**	.00	.36-.39	.37-.37
18-19 years old	947	6	.33	.06	**.60**	.00	.39-.81	.60-.60
20-39 years old	4,962	6	.26	.10	**.37**	.07	.31-.44	.28-.46
20-24 years old	2,368	2	.11	.00	**.46**	.00	.46-.46	.46-.46
25-29 years old	117	1	.63	--	**.85**	--	.77-.93	--
30-39 years old	50	1	.51	--	**.75**	--	.59-.91	--
40 years of age and older	1,970	2	.42	.03	**.48**	.02	.43-.53	.46-.50
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	451,252	161	.37	.06	**.50**	.00	.49-.51	.50-.50
Less than 40 years old	436,747	111	.37	.06	**.46**	.00	.45-.47	.46-.46
14-19 years old	353,717	46	.37	.02	**.49**	.00	.48-.50	.49-.49
14-17 years old	267,717	23	.37	.01	**.49**	.01	.48-.50	.48-.51
18-19 years old	1,551	11	.35	.08	**.42**	.00	.34-.50	.42-.42
20-39 years old	41,858	35	.34	.10	**.42**	.09	.37-.47	.30-.53
20-24 years old	27,012	14	.27	.09	**.45**	.06	.39-.52	.38-.53
25-29 years old	2,696	8	.25	.09	**.44**	.06	.36-.51	.36-.52
30-39 years old	9,380	10	.42	.11	**.48**	.12	.37-.58	.32-.63

40 years of age and older	6,987	29	.40	.13	**.45**	.07	.38-.51	.35-.54
40-49 years old	761	4	.28	.10	**.33**	.08	.17-.48	.22-.43
50-59 years old	361	1	.22	--	**.25**	--	.14-.36	--
60+ years old	2,485	14	.36	.12	**.40**	.12	.33-.48	.25-.56
Hard Science/Mech. Knowledge (Gkn)	404,696	74	.33	.05	**.54**	.01	.51-.56	.52-.55
Less than 40 years old	403,590	68	.33	.05	**.51**	.02	.49-.54	.49-.54
14-19 years old	346,845	34	.31	.02	**.53**	.00	.50-.56	.53-.53
14-17 years old	268,364	22	.30	.02	**.52**	.03	.49-.56	.49-.56
18-19 years old	1,162	3	.47	.04	**.80**	.00	.72-.88	.80-.80
20-39 years old	15,621	8	.35	.11	**.48**	.11	.40-.56	.34-.62
20-24 years old	14,956	4	.35	.11	**.62**	.08	.53-.70	.52-.72
25-29 years old	581	2	.50	.15	**.73**	.11	.57-.90	.59-.87
30-39 years old	84	2	.57	.05	**.78**	.00	.73-.84	.78-.78
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	344,170	19	.22	.02	**.36**	.03	.34-.39	.33-.40
Less than 40 years old	343,024	18	.22	.02	**.37**	.03	.34-.39	.33-.40
14-19 years old	341,773	17	.22	.01	**.36**	.00	.34-.38	.36-.36
14-17 years old	266,300	11	.22	.01	**.37**	.00	.36-.38	.37-.37
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.41	--	**.47**	--	.42-.53	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.43	--	**.49**	--	.44-.55	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 55

Meta-Analytic Correlations between Auditory Processing (Ga) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	3,145	3	.41	.08	**.70**	.00	.64-.77	.70-.70
Less than 40 years old	3,145	3	.41	.08	**.65**	.00	.59-.71	.65-.65
14-19 years old	319	1	.25	--	**.50**	--	.43-.58	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	177	1	.56	--	**.74**	--	.66-.82	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	177	1	.56	--	**.73**	--	.65-.81	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Fluid Ability (Gf)	8,601	10	.44	.05	**.62**	.00	.57-.66	.62-.62
Less than 40 years old	6,420	7	.42	.05	**.66**	.03	.60-.72	.62-.70
14-19 years old	4,013	4	.39	.05	**.61**	.07	.52-.70	.52-.70
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,258	2	.49	.00	**.55**	.00	.54-.55	.55-.55
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,182	3	.49	.01	**.54**	.00	.51-.56	.54-.54
40-49 years old	232	1	.34	--	**.58**	--	.49-.68	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Short Term Memory (Gsm)	8,333	10	.45	.06	**.59**	.00	.53-.64	.59-.59
Less than 40 years old	6,256	7	.43	.05	**.59**	.04	.52-.65	.54-.64
14-19 years old	3,932	4	.41	.05	**.54**	.06	.46-.63	.46-.62
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--

20-39 years old	2,323	3	.48	.00	**.56**	.00	.55-.56	.56-.56
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	177	1	.51	--	**.71**	--	.63-.79	--
40 years of age and older	2,078	3	.51	.01	**.58**	.00	.55-.60	.58-.58
40-49 years old	232	1	.46	--	**.65**	--	.57-.74	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Learn. Eff. (Glr--LE)	6,649	8	.41	.07	**.48**	.07	.42-.54	.39-.57
Less than 40 years old	4,748	5	.39	.07	**.51**	.08	.43-.59	.41-.61
14-19 years old	2,802	3	.36	.07	**.47**	.09	.36-.58	.36-.58
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,946	2	.44	.03	**.49**	.02	.44-.54	.47-.52
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,901	3	.47	.05	**.54**	.04	.45-.62	.48-.59
40-49 years old	232	1	.46	--	**.67**	--	.59-.75	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Ret. Fluency (Glr--RF)	7,618	8	.29	.05	**.42**	.00	.36-.48	.42-.42
Less than 40 years old	5,948	6	.27	.05	**.43**	.05	.36-.50	.36-.49
14-19 years old	3,927	4	.23	.04	**.40**	.00	.36-.44	.40-.40
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,021	2	.34	.05	**.38**	.04	.31-.46	.33-.44
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,670	2	.36	.05	**.40**	.04	.33-.48	.36-.45
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Visual Processing (Gv)	11,250	12	.35	.05	**.50**	.00	.46-.54	.50-.50
Less than 40 years old	9,159	9	.34	.04	**.42**	.00	.37-.47	.42-.42

14-19 years old	3,810	3	.34	.06	**.46**	.08	.35-.58	.37-.56
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,271	2	.42	.03	**.48**	.01	.43-.53	.46-.50
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,091	3	.42	.07	**.46**	.08	.34-.59	.37-.56
40-49 years old	232	1	.30	--	**.52**	--	.43-.62	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	2,649	1	.30	--	**.64**	--	.62-.67	--
Less than 40 years old	2,649	1	.30	--	**.53**	--	.50-.56	--
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reaction Time and Decision Speed (Gt)	3,142	4	.30	.09	**.37**	.10	.25-.50	.24-.50
Less than 40 years old	2,185	2	.27	.06	**.40**	.08	.27-.53	.30-.50
14-19 years old	1,143	1	.23	--	**.34**	--	.26-.42	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,042	1	.31	--	**.36**	--	.29-.42	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	957	2	.38	.00	**.40**	.00	.31-.49	.40-.40
40-49 years old	232	1	.25	--	**.48**	--	.37-.58	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	7,361	7	.44	.05	**.55**	.05	.50-.60	.49-.62
Less than 40 years old	5,429	5	.42	.05	**.60**	.04	.54-.65	.54-.65
14-19 years old	3,095	3	.40	.06	**.57**	.07	.48-.67	.49-.66
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,333	2	.44	.02	**.50**	.00	.48-.53	.50-.50
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,933	2	.50	.01	**.55**	.00	.54-.57	.55-.55
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	7,167	7	.47	.05	**.60**	.06	.55-.65	.52-.67
Less than 40 years old	5,289	5	.45	.05	**.65**	.06	.59-.71	.58-.72
14-19 years old	3,047	3	.42	.03	**.61**	.01	.56-.66	.59-.63
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,241	2	.49	.05	**.55**	.05	.48-.63	.49-.61
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,878	2	.52	.02	**.58**	.00	.56-.61	.58-.58
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	9,495	13	.40	.14	**.55**	.16	.43-.66	.34-.75
Less than 40 years old	7,345	10	.37	.15	**.56**	.19	.41-.71	.32-.80
14-19 years old	4,280	5	.36	.07	**.50**	.00	.40-.60	.50-.50
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	202	1	.09	--	**.09**	--	-.04-.23	--
20-39 years old	2,277	2	.50	.06	**.56**	.07	.46-.66	.47-.64
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--

40 years of age and older	2,150	3	.50	.08	**.54**	.09	.40-.67	.42-.65
40-49 years old	232	1	.44	--	**.56**	--	.42-.70	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Hard Science/Mech. Knowledge (Gkn)	946	4	.17	.09	**.46**	.02	.38-.53	.43-.49
Less than 40 years old	946	4	.17	.09	**.43**	.03	.36-.50	.40-.47
14-19 years old	319	1	.10	--	**.19**	--	.08-.30	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	4,082	3	.47	.06	**.73**	.08	.62-.83	.62-.83
Less than 40 years old	2,936	2	.45	.05	**.78**	.08	.65-.90	.68-.87
14-19 years old	1,685	1	.42	--	**.72**	--	.66-.79	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.49	--	**.56**	--	.51-.60	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.54	--	**.60**	--	.55-.65	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 56

Meta-Analytic Correlations between Processing Speed (Gs) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	51,820	71	.53	.06	**.71**	.00	.69-.73	.71-.71
Less than 40 years old	22,891	53	.45	.07	**.63**	.00	.61-.65	.63-.63
14-19 years old	20,930	38	.45	.06	**.68**	.00	.67-.70	.68-.68
14-17 years old	17,980	26	.46	.06	**.60**	.00	.58-.62	.60-.60
18-19 years old	2,591	10	.41	.07	**.66**	.02	.63-.70	.64-.69
20-39 years old	1,039	6	.48	.06	**.63**	.00	.57-.70	.63-.63
20-24 years old	269	2	.53	.00	**.67**	.00	.54-.79	.67-.67
25-29 years old	456	2	.45	.00	**.58**	.00	.47-.68	.58-.58
30-39 years old	314	2	.48	.00	**.60**	.00	.48-.72	.60-.60
40 years of age and older	1,250	7	.56	.07	**.65**	.05	.59-.71	.58-.71
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	650	4	.53	.09	**.63**	.08	.52-.73	.52-.73
Fluid Ability (Gf)	388,045	83	.21	.06	**.32**	.06	.29-.34	.24-.39
Less than 40 years old	383,579	62	.21	.06	**.31**	.06	.28-.35	.24-.39
14-19 years old	341,674	27	.20	.05	**.31**	.08	.25-.37	.21-.41
14-17 years old	267,127	18	.22	.05	**.33**	.07	.26-.40	.24-.42
18-19 years old	734	4	.24	.06	**.52**	.00	.43-.61	.52-.52
20-39 years old	17,781	18	.23	.07	**.52**	.00	.49-.56	.52-.52
20-24 years old	15,814	10	.22	.07	**.50**	.00	.46-.54	.50-.50
25-29 years old	1,229	5	.28	.08	**.53**	.00	.44-.62	.53-.53
30-39 years old	738	3	.33	.04	**.40**	.00	.35-.45	.40-.40
40 years of age and older	3,167	14	.44	.08	**.52**	.07	.47-.58	.44-.60
40-49 years old	383	1	.39	--	**.46**	--	.36-.56	--
50-59 years old	340	1	.41	--	**.49**	--	.39-.60	--
60+ years old	1,844	9	.43	.08	**.52**	.07	.45-.60	.43-.62
Short Term Memory (Gsm)	345,717	38	.14	.05	**.19**	.06	.17-.21	.11-.27
Less than 40 years old	341,568	20	.14	.04	**.19**	.05	.16-.22	.12-.26
14-19 years old	339,539	9	.14	.04	**.20**	.06	.15-.24	.13-.27
14-17 years old	265,837	7	.15	.04	**.21**	.06	.16-.27	.14-.28
18-19 years old	200	1	.43	--	**.63**	--	.46-.79	--

20-39 years old	1,360	7	.38	.12	**.47**	.13	.35-.60	.31-.64
20-24 years old	269	2	.48	.00	**.63**	.00	.50-.77	.63-.63
25-29 years old	353	2	.39	.19	**.48**	.22	.16-.80	.21-.76
30-39 years old	738	3	.33	.08	**.41**	.08	.29-.53	.31-.51
40 years of age and older	3,167	14	.36	.12	**.43**	.13	.34-.52	.26-.60
40-49 years old	383	1	.25	--	**.30**	--	.19-.42	--
50-59 years old	340	1	.32	--	**.39**	--	.28-.51	--
60+ years old	1,844	9	.34	.14	**.44**	.15	.32-.56	.25-.64
Long Term Storage--Learn. Eff. (Glr--LE)	3,909	17	.24	.05	**.38**	.00	.35-.41	.38-.38
Less than 40 years old	1,386	9	.24	.05	**.37**	.00	.32-.42	.37-.37
14-19 years old	384	4	.22	.08	**.49**	.00	.43-.56	.49-.49
14-17 years old	384	4	.22	.08	**.53**	.00	.46-.59	.53-.53
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	691	3	.24	.01	**.30**	.00	.28-.31	.30-.30
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	153	1	.26	--	**.31**	--	.13-.49	--
30-39 years old	538	2	.24	.01	**.29**	.00	.28-.31	.29-.29
40 years of age and older	1,834	6	.25	.05	**.31**	.00	.27-.36	.31-.31
40-49 years old	383	1	.23	--	**.29**	--	.17-.41	--
50-59 years old	340	1	.31	--	**.39**	--	.27-.51	--
60+ years old	1,111	4	.24	.05	**.30**	.00	.24-.36	.30-.30
Long Term Storage--Ret. Fluency (Glr--RF)	343,791	27	.16	.04	**.22**	.05	.19-.25	.15-.28
Less than 40 years old	340,995	15	.16	.04	**.22**	.05	.18-.26	.15-.29
14-19 years old	339,528	7	.16	.04	**.23**	.06	.17-.29	.16-.31
14-17 years old	265,706	5	.17	.04	**.25**	.06	.19-.32	.18-.33
18-19 years old	320	1	.22	--	**.55**	--	.48-.63	--
20-39 years old	826	4	.25	.06	**.35**	.03	.25-.45	.31-.39
20-24 years old	135	1	.18	--	**.49**	--	.37-.62	--
25-29 years old	153	1	.35	--	**.43**	--	.26-.60	--
30-39 years old	538	2	.24	.04	**.29**	.00	.22-.35	.29-.29
40 years of age and older	1,834	6	.28	.03	**.34**	.00	.32-.37	.34-.34
40-49 years old	383	1	.29	--	**.35**	--	.24-.46	--
50-59 years old	340	1	.26	--	**.32**	--	.20-.43	--
60+ years old	1,111	4	.29	.03	**.35**	.00	.31-.39	.35-.35
Visual Processing (Gv)	451,679	116	.23	.09	**.32**	.09	.28-.35	.21-.43
Less than 40 years old	418,352	85	.21	.06	**.27**	.05	.24-.30	.20-.34

14-19 years old	366,953	45	.19	.03	**.26**	.00	.24-.29	.26-.26
14-17 years old	282,454	30	.20	.02	**.28**	.03	.24-.31	.24-.31
18-19 years old	595	4	.38	.08	**.63**	.00	.52-.73	.63-.63
20-39 years old	26,145	22	.36	.11	**.47**	.11	.40-.54	.34-.61
20-24 years old	15,875	10	.35	.11	**.58**	.07	.52-.64	.49-.67
25-29 years old	1,229	5	.27	.16	**.49**	.13	.31-.66	.33-.65
30-39 years old	9,041	7	.39	.10	**.50**	.12	.39-.61	.34-.65
40 years of age and older	3,084	13	.38	.15	**.47**	.17	.37-.57	.26-.68
40-49 years old	383	1	.29	--	**.35**	--	.24-.46	--
50-59 years old	340	1	.24	--	**.30**	--	.17-.42	--
60+ years old	1,761	8	.37	.14	**.46**	.16	.34-.59	.25-.67
Auditory Processing (Ga)	2,649	1	.30	--	**.64**	--	.62-.67	--
Less than 40 years old	2,649	1	.30	--	**.53**	--	.50-.56	--
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reaction Time and Decision Speed (Gt)	85	1	.24	--	**.57**	--	.43-.71	--
Less than 40 years old	85	1	.24	--	**.49**	--	.32-.65	--
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	85	1	.24	--	**.52**	--	.36-.67	--
20-24 years old	85	1	.24	--	**.47**	--	.30-.64	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	381,905	56	.17	.06	**.24**	.06	.18-.29	.16-.31
Less than 40 years old	381,757	55	.17	.06	**.23**	.06	.18-.29	.16-.30
14-19 years old	343,934	35	.14	.05	**.21**	.07	.14-.28	.12-.30
14-17 years old	267,792	25	.16	.05	**.23**	.06	.16-.30	.15-.31
18-19 years old	161	2	.25	.08	**.30**	.00	.20-.40	.30-.30
20-39 years old	13,558	6	.30	.06	**.63**	.00	.60-.65	.63-.63
20-24 years old	12,895	4	.30	.06	**.59**	.00	.55-.62	.59-.59
25-29 years old	663	2	.30	.19	**.51**	.16	.28-.73	.31-.71
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	373,619	46	.20	.07	**.29**	.08	.22-.36	.19-.39
Less than 40 years old	373,437	45	.20	.07	**.28**	.08	.21-.36	.19-.38
14-19 years old	348,652	27	.19	.07	**.28**	.10	.19-.38	.16-.41
14-17 years old	266,844	18	.21	.06	**.31**	.09	.21-.40	.20-.42
18-19 years old	349	3	.39	.14	**.65**	.08	.52-.77	.54-.76
20-39 years old	185	2	.12	.37	**.48**	.19	.10-.85	.24-.71
20-24 years old	135	1	-.05	--	**.30**	--	.16-.43	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	50	1	.55	--	**.77**	--	.61-.93	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	408,884	85	.19	.08	**.29**	.08	.26-.32	.19-.39
Less than 40 years old	400,769	59	.19	.07	**.27**	.07	.23-.32	.19-.36
14-19 years old	350,981	26	.18	.07	**.25**	.03	.18-.33	.21-.30
14-17 years old	266,942	16	.20	.06	**.28**	.08	.20-.36	.18-.38
18-19 years old	580	3	.16	.07	**.23**	.00	.10-.36	.23-.23
20-39 years old	24,715	15	.25	.10	**.43**	.00	.36-.50	.43-.43
20-24 years old	15,148	5	.16	.08	**.43**	.00	.37-.49	.43-.43
25-29 years old	566	3	.30	.09	**.43**	.08	.28-.59	.32-.54
30-39 years old	9,001	7	.39	.12	**.46**	.14	.34-.59	.29-.64

40 years of age and older	3,167	14	.37	.12	**.43**	.12	.35-.51	.28-.58
40-49 years old	383	1	.26	--	**.31**	--	.20-.42	--
50-59 years old	340	1	.29	--	**.35**	--	.23-.46	--
60+ years old	1,844	9	.35	.10	**.42**	.10	.33-.51	.30-.54
Hard Science/Mech. Knowledge (Gkn)	387,245	44	.11	.07	**.20**	.11	.11-.29	.06-.33
Less than 40 years old	387,097	43	.11	.07	**.19**	.11	.10-.28	.06-.33
14-19 years old	350,819	29	.09	.03	**.15**	.00	.10-.21	.15-.15
14-17 years old	267,192	20	.10	.03	**.17**	.00	.11-.23	.17-.17
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	13,112	3	.24	.03	**.47**	.00	.43-.50	.47-.47
20-24 years old	12,648	2	.25	.02	**.51**	.00	.49-.54	.51-.51
25-29 years old	464	1	.13	--	**.42**	--	.34-.49	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	340,088	16	.13	.05	**.21**	.08	.14-.29	.12-.31
Less than 40 years old	340,088	16	.13	.05	**.22**	.08	.14-.29	.12-.32
14-19 years old	340,088	16	.13	.05	**.23**	.08	.15-.31	.13-.34
14-17 years old	266,300	11	.15	.04	**.26**	.07	.18-.34	.17-.35
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 57

Meta-Analytic Correlations between Reaction Time and Decision Speed (Gt) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	--	--	--	--	--	--	--	--
Less than 40 years old	--	--	--	--	--	--	--	--
14-19 years old	--	--	--	--	--	--	--	--
14-17 years old	--	--	--	--	--	--	--	--
18-19 years old	--	--	--	--	--	--	--	--
20-39 years old	--	--	--	--	--	--	--	--
20-24 years old	--	--	--	--	--	--	--	--
25-29 years old	--	--	--	--	--	--	--	--
30-39 years old	--	--	--	--	--	--	--	--
40 years of age and older	--	--	--	--	--	--	--	--
40-49 years old	--	--	--	--	--	--	--	--
50-59 years old	--	--	--	--	--	--	--	--
60+ years old	--	--	--	--	--	--	--	--
Fluid Ability (Gf)	3,954	5	.36	.10	**.49**	.12	.35-.63	.34-.64
Less than 40 years old	2,842	3	.32	.05	**.49**	.06	.38-.59	.41-.57
14-19 years old	1,465	1	.29	--	**.44**	--	.37-.51	--
14-17 years old	--	--	--	--	--	--	--	--
18-19 years old	--	--	--	--	--	--	--	--
20-39 years old	1,377	2	.35	.00	**.41**	.00	.35-.47	.41-.41
20-24 years old	85	1	.27	--	**.54**	--	.37-.70	--
25-29 years old	--	--	--	--	--	--	--	--
30-39 years old	--	--	--	--	--	--	--	--
40 years of age and older	1,112	2	.47	.00	**.51**	.00	.44-.59	.51-.51
40-49 years old	232	1	.38	--	**.62**	--	.53-.70	--
50-59 years old	--	--	--	--	--	--	--	--
60+ years old	--	--	--	--	--	--	--	--
Short Term Memory (Gsm)	3,478	5	.30	.09	**.38**	.04	.26-.50	.32-.44
Less than 40 years old	2,364	2	.27	.03	**.38**	.00	.33-.44	.38-.38
14-19 years old	1,270	1	.25	--	**.36**	--	.28-.43	--
14-17 years old	--	--	--	--	--	--	--	--
18-19 years old	--	--	--	--	--	--	--	--

20-39 years old	1,094	1	.29	--	**.33**	--	.27-.39	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,114	3	.36	.05	**.37**	.00	.27-.47	.37-.37
40-49 years old	349	2	.21	.09	**.45**	.03	.34-.55	.41-.48
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Learn. Eff. (Glr--LE)	2,714	5	.32	.12	**.39**	.12	.25-.54	.24-.54
Less than 40 years old	1,796	2	.27	.08	**.36**	.09	.22-.50	.24-.47
14-19 years old	1,014	1	.23	--	**.30**	--	.22-.37	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	782	1	.34	--	**.38**	--	.31-.45	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	917	3	.42	.11	**.45**	.04	.27-.63	.40-.49
40-49 years old	349	2	.37	.18	**.60**	.14	.39-.81	.42-.77
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Ret. Fluency (Glr--RF)	2,611	4	.41	.07	**.54**	.08	.43-.64	.44-.64
Less than 40 years old	1,915	2	.40	.03	**.58**	.00	.53-.64	.58-.58
14-19 years old	1,039	1	.42	--	**.61**	--	.54-.68	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	876	1	.38	--	**.43**	--	.37-.49	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	696	2	.44	.00	**.46**	.00	.37-.56	.46-.46
40-49 years old	117	1	.02	--	**.36**	--	.23-.50	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Visual Processing (Gv)	3,814	5	.34	.10	**.43**	.10	.29-.57	.30-.57
Less than 40 years old	2,719	3	.30	.07	**.43**	.09	.29-.57	.31-.55

14-19 years old	1,383	1	.26	--	**.37**	--	.30-.44	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,336	2	.34	.00	**.40**	.00	.34-.47	.40-.40
20-24 years old	85	1	.08	--	**.36**	--	.19-.53	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,095	2	.44	.00	**.48**	.00	.40-.56	.48-.48
40-49 years old	232	1	.38	--	**.59**	--	.50-.69	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Auditory Processing (Ga)	3,142	4	.30	.09	**.37**	.10	.25-.50	.24-.50
Less than 40 years old	2,185	2	.27	.06	**.40**	.08	.27-.53	.30-.50
14-19 years old	1,143	1	.23	--	**.34**	--	.26-.42	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,042	1	.31	--	**.36**	--	.29-.42	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	957	2	.38	.00	**.40**	.00	.31-.49	.40-.40
40-49 years old	232	1	.25	--	**.48**	--	.37-.58	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	85	1	.24	--	**.57**	--	.43-.71	--
Less than 40 years old	85	1	.24	--	**.49**	--	.32-.65	--
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	85	1	.24	--	**.52**	--	.36-.67	--
20-24 years old	85	1	.24	--	**.47**	--	.30-.64	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	3,756	5	.29	.12	**.37**	.15	.20-.54	.18-.56
Less than 40 years old	2,876	4	.23	.00	**.34**	.00	.34-.34	.34-.34
14-19 years old	1,465	1	.24	--	**.34**	--	.27-.41	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,377	2	.23	.00	**.28**	.00	.22-.35	.28-.28
20-24 years old	85	1	.06	--	**.43**	--	.30-.57	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	880	1	.48	--	**.54**	--	.48-.59	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	3,451	3	.32	.10	**.40**	.12	.26-.53	.25-.55
Less than 40 years old	2,615	2	.27	.02	**.39**	.00	.34-.44	.39-.39
14-19 years old	1,416	1	.26	--	**.37**	--	.30-.44	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,200	1	.29	--	**.33**	--	.27-.39	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	836	1	.46	--	**.51**	--	.45-.57	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	3,919	5	.32	.12	**.42**	.13	.26-.57	.25-.59
Less than 40 years old	2,690	2	.29	.04	**.40**	.04	.32-.47	.35-.45
14-19 years old	1,450	1	.26	--	**.36**	--	.30-.43	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,240	1	.32	--	**.35**	--	.29-.40	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--

40 years of age and older	1,229	3	.40	.07	**.35**	.00	.23-.47	.35-.35
40-49 years old	349	2	.15	.12	**.16**	.13	-.07-.39	-.01-.32
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Hard Science/Mech. Knowledge (Gkn)	119	2	.11	.07	**.38**	.00	.30-.46	.38-.38
Less than 40 years old	119	2	.11	.07	**.38**	.00	.30-.46	.38-.38
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	85	1	.14	--	**.37**	--	.19-.56	--
20-24 years old	85	1	.14	--	**.42**	--	.25-.59	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	--	--	--	--	**--**	--	--	--
Less than 40 years old	--	--	--	--	**--**	--	--	--
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 58

Meta-Analytic Correlations between Quantitative Ability (Gq) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	8,258	47	.68	.10	**.83**	.05	.81-.85	.77-.90
Less than 40 years old	8,026	45	.68	.10	**.83**	.04	.81-.85	.77-.89
14-19 years old	5,781	39	.71	.10	**.83**	.05	.80-.85	.77-.89
14-17 years old	3,816	30	.68	.11	**.72**	.09	.68-.76	.60-.84
18-19 years old	357	4	.66	.08	**.58**	.00	.52-.64	.58-.58
20-39 years old	559	2	.60	.06	**.78**	.00	.74-.83	.78-.78
20-24 years old	95	1	.51	--	**.72**	--	.63-.81	--
25-29 years old	464	1	.62	--	**.72**	--	.67-.78	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Fluid Ability (Gf)	400,511	66	.50	.06	**.72**	.02	.69-.75	.69-.75
Less than 40 years old	393,879	60	.50	.05	**.72**	.02	.70-.75	.69-.75
14-19 years old	347,397	28	.50	.03	**.72**	.02	.70-.75	.70-.75
14-17 years old	267,751	16	.50	.03	**.72**	.02	.68-.76	.70-.74
18-19 years old	1,147	4	.34	.08	**.43**	.00	.29-.58	.43-.43
20-39 years old	19,611	12	.44	.09	**.72**	.00	.67-.77	.72-.72
20-24 years old	15,700	7	.39	.08	**.71**	.00	.68-.75	.71-.71
25-29 years old	316	2	.50	.09	**.71**	.04	.62-.80	.65-.77
30-39 years old	932	1	.57	--	**.75**	--	.71-.79	--
40 years of age and older	2,172	2	.68	.06	**.76**	.06	.67-.85	.68-.84
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Short Term Memory (Gsm)	358,280	18	.30	.05	**.42**	.06	.38-.45	.34-.49
Less than 40 years old	356,236	15	.30	.04	**.42**	.05	.38-.45	.35-.49
14-19 years old	342,535	10	.30	.02	**.41**	.02	.39-.43	.38-.44
14-17 years old	265,462	5	.30	.01	**.42**	.00	.42-.43	.42-.42
18-19 years old	346	1	.48	--	**.66**	--	.34-.99	--

20-39 years old	2,385	2	.47	.01	**.54**	.00	.53-.56	.54-.54
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,960	2	.52	.00	**.59**	.00	.59-.60	.59-.59
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Learn. Eff. (Glr--LE)	7,486	11	.42	.06	**.52**	.04	.47-.56	.46-.57
Less than 40 years old	5,722	9	.40	.05	**.50**	.03	.46-.55	.47-.54
14-19 years old	3,419	6	.39	.06	**.49**	.05	.42-.57	.43-.56
14-17 years old	108	2	.25	.09	**.25**	.00	.14-.37	.25-.25
18-19 years old	346	1	.49	--	**.62**	--	.52-.72	--
20-39 years old	2,073	2	.41	.03	**.47**	.00	.43-.51	.47-.47
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,764	2	.48	.04	**.56**	.04	.49-.62	.51-.60
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Ret. Fluency (Glr--RF)	346,849	17	.49	.04	**.67**	.04	.64-.70	.61-.72
Less than 40 years old	345,124	15	.49	.04	**.67**	.04	.64-.71	.62-.73
14-19 years old	342,302	9	.49	.03	**.68**	.03	.64-.71	.64-.72
14-17 years old	265,448	4	.49	.03	**.69**	.02	.65-.73	.66-.71
18-19 years old	628	2	.17	.00	**.29**	.00	.11-.47	.29-.29
20-39 years old	2,262	3	.20	.02	**.25**	.00	.21-.29	.25-.25
20-24 years old	135	1	.21	--	**.65**	--	.56-.74	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,725	2	.33	.07	**.37**	.07	.27-.48	.29-.46
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Visual Processing (Gv)	415,446	82	.40	.05	**.54**	.00	.51-.57	.54-.54
Less than 40 years old	409,185	76	.40	.05	**.51**	.00	.48-.54	.51-.51

14-19 years old	350,604	44	.38	.04	**.52**	.00	.49-.56	.52-.52
14-17 years old	269,094	29	.38	.03	**.52**	.04	.47-.57	.47-.57
18-19 years old	1,123	4	.40	.07	**.50**	.00	.40-.60	.50-.50
20-39 years old	18,552	11	.39	.10	**.48**	.05	.42-.54	.42-.55
20-24 years old	15,270	6	.38	.10	**.67**	.00	.62-.72	.67-.67
25-29 years old	780	3	.30	.13	**.52**	.09	.40-.64	.41-.64
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,009	2	.59	.01	**.68**	.00	.67-.69	.68-.68
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Auditory Processing (Ga)	7,361	7	.44	.05	**.55**	.05	.50-.60	.49-.62
Less than 40 years old	5,429	5	.42	.05	**.60**	.04	.54-.65	.54-.65
14-19 years old	3,095	3	.40	.06	**.57**	.07	.48-.67	.49-.66
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,333	2	.44	.02	**.50**	.00	.48-.53	.50-.50
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,933	2	.50	.01	**.55**	.00	.54-.57	.55-.55
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	381,905	56	.17	.06	**.24**	.06	.18-.29	.16-.31
Less than 40 years old	381,757	55	.17	.06	**.23**	.06	.18-.29	.16-.30
14-19 years old	343,934	35	.14	.05	**.21**	.07	.14-.28	.12-.30
14-17 years old	267,792	25	.16	.05	**.23**	.06	.16-.30	.15-.31
18-19 years old	161	2	.25	.08	**.30**	.00	.20-.40	.30-.30
20-39 years old	13,558	6	.30	.06	**.63**	.00	.60-.65	.63-.63
20-24 years old	12,895	4	.30	.06	**.59**	.00	.55-.62	.59-.59
25-29 years old	663	2	.30	.19	**.51**	.16	.28-.73	.31-.71
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Reaction Time and Decision Speed (Gt)	3,756	5	.29	.12	**.37**	.15	.20-.54	.18-.56
Less than 40 years old	2,876	4	.23	.00	**.34**	.00	.34-.34	.34-.34
14-19 years old	1,465	1	.24	--	**.34**	--	.27-.41	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,377	2	.23	.00	**.28**	.00	.22-.35	.28-.28
20-24 years old	85	1	.06	--	**.43**	--	.30-.57	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	880	1	.48	--	**.54**	--	.48-.59	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	2,260,557	76	.47	.09	**.72**	.04	.70-.74	.67-.77
Less than 40 years old	2,258,066	72	.47	.09	**.72**	.04	.70-.74	.67-.77
14-19 years old	505,076	17	.53	.01	**.71**	.00	.70-.72	.71-.71
14-17 years old	265,956	9	.48	.01	**.67**	.00	.65-.69	.67-.67
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	13,033	9	.59	.07	**.70**	.02	.65-.76	.67-.73
20-24 years old	9,991	5	.61	.07	**.72**	.04	.69-.74	.67-.76
25-29 years old	541	2	.36	.11	**.60**	.04	.48-.72	.55-.65
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,071	2	.65	.03	**.72**	.01	.68-.76	.70-.74
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	2,118,951	89	.46	.09	**.70**	.00	.68-.71	.70-.70
Less than 40 years old	2,116,268	84	.46	.09	**.70**	.01	.68-.71	.69-.71
14-19 years old	347,235	23	.57	.02	**.75**	.00	.73-.78	.75-.75
14-17 years old	266,300	11	.56	.03	**.76**	.01	.72-.80	.74-.77
18-19 years old	388	2	.59	.00	**.78**	.00	.60-.96	.78-.78
20-39 years old	27,927	11	.47	.06	**.64**	.00	.60-.68	.64-.64
20-24 years old	24,964	8	.46	.06	**.69**	.00	.66-.71	.69-.69
25-29 years old	424	1	.34	--	**.51**	--	.44-.59	--
30-39 years old	--	--	--	--	**--**	--	--	--

40 years of age and older	2,123	2	.67	.08	**.74**	.09	.61-.86	.63-.85
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Hard Science/Mech. Knowledge (Gkn)	2,279,176	82	.34	.07	**.56**	.05	.54-.58	.50-.63
Less than 40 years old	2,279,128	81	.34	.07	**.56**	.05	.54-.59	.50-.63
14-19 years old	345,479	24	.37	.03	**.63**	.00	.58-.68	.63-.63
14-17 years old	267,590	15	.36	.03	**.63**	.03	.58-.68	.59-.67
18-19 years old	738	2	.27	.02	**.33**	.00	.30-.36	.33-.33
20-39 years old	23,290	7	.39	.03	**.56**	.00	.54-.58	.56-.56
20-24 years old	22,749	5	.39	.03	**.62**	.00	.60-.64	.62-.62
25-29 years old	541	2	.34	.11	**.56**	.08	.44-.69	.47-.66
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	344,170	19	.37	.03	**.61**	.03	.57-.65	.58-.64
Less than 40 years old	343,024	18	.37	.03	**.61**	.03	.58-.65	.58-.65
14-19 years old	341,773	17	.37	.02	**.61**	.01	.58-.64	.60-.63
14-17 years old	266,300	11	.37	.01	**.63**	.00	.62-.64	.63-.63
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.61	--	**.69**	--	.65-.73	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.66	--	**.74**	--	.70-.77	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 59

Meta-Analytic Correlations between Reading and Writing (Grw) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	6,629	45	.63	.11	**.84**	.03	.82-.87	.80-.89
Less than 40 years old	5,967	41	.64	.11	**.84**	.00	.82-.86	.84-.84
14-19 years old	4,782	36	.64	.13	**.83**	.07	.80-.86	.74-.93
14-17 years old	2,005	23	.64	.08	**.70**	.01	.66-.73	.68-.71
18-19 years old	944	7	.60	.18	**.81**	.09	.73-.89	.69-.93
20-39 years old	50	1	.73	--	**.89**	--	.80-.99	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	50	1	.73	--	**.90**	--	.80-.99	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Fluid Ability (Gf)	377,846	45	.46	.04	**.65**	.00	.64-.66	.65-.65
Less than 40 years old	375,190	40	.46	.04	**.66**	.01	.64-.67	.64-.67
14-19 years old	345,244	21	.44	.02	**.64**	.01	.63-.65	.63-.65
14-17 years old	266,451	12	.44	.01	**.64**	.01	.63-.65	.62-.66
18-19 years old	458	2	.35	.00	**.53**	.00	.30-.77	.53-.53
20-39 years old	5,176	6	.42	.03	**.62**	.00	.59-.64	.62-.62
20-24 years old	2,368	2	.33	.03	**.65**	.00	.62-.68	.65-.65
25-29 years old	117	1	.50	--	**.81**	--	.72-.90	--
30-39 years old	228	1	.33	--	**.58**	--	.49-.68	--
40 years of age and older	2,237	3	.54	.04	**.60**	.03	.53-.67	.55-.64
40-49 years old	199	1	.51	--	**.78**	--	.70-.85	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Short Term Memory (Gsm)	358,077	17	.34	.02	**.47**	.02	.46-.49	.44-.50
Less than 40 years old	356,171	15	.34	.02	**.47**	.02	.46-.49	.44-.50
14-19 years old	342,467	10	.34	.01	**.47**	.02	.46-.49	.45-.49
14-17 years old	265,462	5	.34	.01	**.48**	.01	.46-.50	.46-.50
18-19 years old	346	1	.41	--	**.57**	--	.44-.70	--

20-39 years old	2,511	3	.42	.05	**.51**	.05	.43-.59	.45-.57
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	228	1	.15	--	**.51**	--	.43-.60	--
40 years of age and older	1,907	2	.50	.06	**.56**	.06	.48-.65	.49-.64
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Learn. Eff. (Glr--LE)	7,557	13	.33	.07	**.42**	.07	.36-.48	.33-.51
Less than 40 years old	5,826	11	.32	.07	**.41**	.07	.35-.48	.33-.50
14-19 years old	3,568	8	.30	.08	**.39**	.08	.30-.49	.30-.49
14-17 years old	279	4	.28	.08	**.28**	.00	.20-.36	.28-.28
18-19 years old	346	1	.46	--	**.58**	--	.46-.70	--
20-39 years old	2,028	2	.35	.07	**.39**	.07	.29-.50	.31-.48
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,731	2	.38	.09	**.43**	.10	.29-.58	.31-.56
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Ret. Fluency (Glr--RF)	346,570	15	.42	.02	**.59**	.02	.57-.61	.56-.62
Less than 40 years old	344,646	12	.42	.02	**.59**	.02	.57-.61	.56-.62
14-19 years old	341,926	7	.43	.02	**.59**	.02	.58-.61	.57-.62
14-17 years old	265,354	3	.43	.00	**.61**	.00	.60-.61	.61-.61
18-19 years old	346	1	.28	--	**.40**	--	.13-.67	--
20-39 years old	2,490	4	.28	.03	**.37**	.00	.35-.39	.37-.37
20-24 years old	135	1	.12	--	**.53**	--	.41-.65	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	228	1	.25	--	**.62**	--	.54-.71	--
40 years of age and older	1,924	3	.39	.04	**.44**	.03	.36-.52	.39-.48
40-49 years old	199	1	.49	--	**.79**	--	.72-.87	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Visual Processing (Gv)	392,706	63	.28	.05	**.39**	.00	.37-.41	.39-.39
Less than 40 years old	390,272	58	.28	.05	**.36**	.00	.35-.38	.36-.36

14-19 years old	345,986	32	.26	.02	**.36**	.00	.35-.38	.36-.36
14-17 years old	266,856	18	.27	.01	**.37**	.00	.36-.39	.37-.37
18-19 years old	947	6	.33	.06	**.60**	.00	.39-.81	.60-.60
20-39 years old	4,962	6	.26	.10	**.37**	.07	.31-.44	.28-.46
20-24 years old	2,368	2	.11	.00	**.46**	.00	.46-.46	.46-.46
25-29 years old	117	1	.63	--	**.85**	--	.77-.93	--
30-39 years old	50	1	.51	--	**.75**	--	.59-.91	--
40 years of age and older	1,970	2	.42	.03	**.48**	.02	.43-.53	.46-.50
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Auditory Processing (Ga)	7,167	7	.47	.05	**.60**	.06	.55-.65	.52-.67
Less than 40 years old	5,289	5	.45	.05	**.65**	.06	.59-.71	.58-.72
14-19 years old	3,047	3	.42	.03	**.61**	.01	.56-.66	.59-.63
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	2,241	2	.49	.05	**.55**	.05	.48-.63	.49-.61
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,878	2	.52	.02	**.58**	.00	.56-.61	.58-.58
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	373,619	46	.20	.07	**.29**	.08	.22-.36	.19-.39
Less than 40 years old	373,437	45	.20	.07	**.28**	.08	.21-.36	.19-.38
14-19 years old	348,652	27	.19	.07	**.28**	.10	.19-.38	.16-.41
14-17 years old	266,844	18	.21	.06	**.31**	.09	.21-.40	.20-.42
18-19 years old	349	3	.39	.14	**.65**	.08	.52-.77	.54-.76
20-39 years old	185	2	.12	.37	**.48**	.19	.10-.85	.24-.71
20-24 years old	135	1	-.05	--	**.30**	--	.16-.43	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	50	1	.55	--	**.77**	--	.61-.93	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Reaction Time and Decision Speed (Gt)	3,451	3	.32	.10	**.40**	.12	.26-.53	.25-.55
Less than 40 years old	2,615	2	.27	.02	**.39**	.00	.34-.44	.39-.39
14-19 years old	1,416	1	.26	--	**.37**	--	.30-.44	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,200	1	.29	--	**.33**	--	.27-.39	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	836	1	.46	--	**.51**	--	.45-.57	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	2,260,557	76	.47	.09	**.72**	.04	.70-.74	.67-.77
Less than 40 years old	2,258,066	72	.47	.09	**.72**	.04	.70-.74	.67-.77
14-19 years old	505,076	17	.53	.01	**.71**	.00	.70-.72	.71-.71
14-17 years old	265,956	9	.48	.01	**.67**	.00	.65-.69	.67-.67
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	13,033	9	.59	.07	**.70**	.02	.65-.76	.67-.73
20-24 years old	9,991	5	.61	.07	**.72**	.04	.69-.74	.67-.76
25-29 years old	541	2	.36	.11	**.60**	.04	.48-.72	.55-.65
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,071	2	.65	.03	**.72**	.01	.68-.76	.70-.74
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	2,105,439	85	.64	.09	**.86**	.06	.84-.87	.78-.93
Less than 40 years old	2,102,478	78	.64	.09	**.86**	.06	.84-.88	.78-.93
14-19 years old	346,693	21	.52	.03	**.69**	.00	.67-.71	.69-.69
14-17 years old	267,907	12	.53	.02	**.71**	.03	.68-.73	.67-.74
18-19 years old	458	2	.58	.00	**.74**	.00	.61-.87	.74-.74
20-39 years old	15,130	8	.68	.12	**.79**	.09	.66-.93	.68-.90
20-24 years old	12,039	4	.71	.06	**.84**	.04	.81-.87	.79-.88
25-29 years old	424	1	.59	--	**.76**	--	.71-.81	--
30-39 years old	228	1	.33	--	**.36**	--	.24-.48	--

40 years of age and older	2,391	5	.60	.10	**.64**	.00	.48-.79	.64-.64
40-49 years old	347	3	.40	.16	**.49**	.13	.26-.71	.32-.65
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Hard Science/Mech. Knowledge (Gkn)	2,081,687	62	.37	.07	**.60**	.06	.58-.63	.53-.68
Less than 40 years old	2,081,405	60	.37	.07	**.60**	.06	.58-.63	.53-.68
14-19 years old	340,809	11	.25	.03	**.42**	.00	.38-.46	.41-.43
14-17 years old	265,826	7	.25	.02	**.44**	.03	.40-.48	.40-.48
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	10,212	4	.50	.02	**.58**	.00	.56-.60	.58-.58
20-24 years old	9,671	2	.50	.00	**.58**	.00	.56-.60	.58-.58
25-29 years old	541	2	.41	.07	**.70**	.00	.63-.77	.70-.70
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	343,553	13	.39	.02	**.65**	.00	.63-.67	.65-.65
Less than 40 years old	342,407	12	.39	.01	**.65**	.01	.64-.67	.64-.67
14-19 years old	341,156	11	.39	.01	**.66**	.00	.64-.67	.66-.66
14-17 years old	265,826	7	.39	.01	**.67**	.00	.65-.68	.67-.67
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.51	--	**.58**	--	.53-.62	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.57	--	**.64**	--	.60-.68	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 60

Meta-Analytic Correlations between Comprehension Knowledge (Gc) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	11,253	49	.61	.12	**.76**	.05	.73-.80	.70-.83
Less than 40 years old	7,639	31	.61	.15	**.77**	.00	.73-.82	.77-.77
14-19 years old	4,103	14	.63	.13	**.68**	.00	.61-.75	.68-.68
14-17 years old	678	4	.64	.04	**.73**	.00	.67-.80	.73-.73
18-19 years old	2,087	9	.54	.08	**.47**	.00	.43-.52	.47-.47
20-39 years old	1,573	10	.58	.09	**.66**	.00	.60-.72	.66-.66
20-24 years old	788	5	.51	.09	**.63**	.00	.55-.71	.63-.63
25-29 years old	200	1	.68	--	**.72**	--	.64-.80	--
30-39 years old	285	3	.64	.01	**.68**	.00	.61-.75	.68-.68
40 years of age and older	1,980	11	.62	.05	**.66**	.01	.63-.69	.65-.67
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	810	5	.61	.08	**.65**	.06	.58-.72	.57-.73
Fluid Ability (Gf)	426,521	151	.51	.07	**.71**	.02	.70-.72	.68-.74
Less than 40 years old	416,140	104	.51	.07	**.71**	.03	.70-.73	.67-.76
14-19 years old	352,968	48	.50	.03	**.70**	.00	.69-.71	.70-.70
14-17 years old	267,083	17	.50	.01	**.70**	.01	.69-.71	.69-.71
18-19 years old	2,830	18	.33	.12	**.39**	.06	.29-.49	.32-.47
20-39 years old	35,992	31	.56	.16	**.70**	.10	.63-.77	.57-.83
20-24 years old	26,939	12	.61	.14	**.78**	.09	.72-.84	.65-.90
25-29 years old	3,118	9	.30	.15	**.49**	.16	.39-.58	.29-.68
30-39 years old	2,856	6	.43	.12	**.50**	.10	.35-.65	.37-.63
40 years of age and older	7,804	34	.56	.09	**.60**	.00	.56-.65	.60-.60
40-49 years old	1,234	6	.47	.07	**.56**	.00	.47-.65	.56-.56
50-59 years old	368	1	.46	--	**.50**	--	.41-.59	--
60+ years old	2,711	17	.57	.09	**.64**	.07	.59-.69	.54-.73
Short Term Memory (Gsm)	370,909	69	.33	.04	**.43**	.03	.42-.45	.40-.47
Less than 40 years old	363,179	40	.32	.03	**.43**	.04	.41-.45	.38-.48
14-19 years old	345,047	19	.32	.03	**.43**	.04	.41-.45	.38-.48
14-17 years old	266,051	7	.33	.02	**.45**	.03	.42-.47	.41-.48
18-19 years old	1,107	6	.37	.12	**.47**	.00	.36-.58	.47-.47

20-39 years old	6,271	15	.37	.06	**.49**	.00	.44-.53	.49-.49
20-24 years old	567	3	.38	.01	**.50**	.00	.46-.54	.50-.50
25-29 years old	2,072	4	.26	.07	**.48**	.07	.43-.53	.39-.56
30-39 years old	1,001	5	.36	.10	**.40**	.07	.27-.52	.30-.49
40 years of age and older	6,498	24	.44	.08	**.48**	.00	.43-.52	.48-.48
40-49 years old	885	4	.37	.03	**.44**	.00	.36-.52	.44-.44
50-59 years old	491	2	.33	.00	**.42**	.00	.31-.53	.42-.42
60+ years old	2,004	10	.44	.11	**.50**	.11	.42-.58	.36-.63
Long Term Storage--Learn. Eff. (Glr--LE)	13,626	32	.31	.10	**.46**	.06	.42-.50	.39-.54
Less than 40 years old	8,794	19	.29	.07	**.46**	.04	.42-.50	.41-.51
14-19 years old	4,040	10	.32	.08	**.41**	.00	.32-.50	.41-.41
14-17 years old	276	2	.23	.05	**.36**	.00	.29-.43	.36-.36
18-19 years old	638	4	.32	.06	**.37**	.00	-.21-.95	.37-.37
20-39 years old	4,442	7	.25	.05	**.38**	.00	.33-.43	.38-.38
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	1,872	3	.07	.04	**.33**	.00	.28-.38	.33-.33
30-39 years old	538	2	.30	.02	**.33**	.00	.30-.37	.33-.33
40 years of age and older	3,934	10	.37	.10	**.40**	.00	.30-.51	.40-.40
40-49 years old	732	3	.33	.15	**.39**	.17	.15-.64	.17-.61
50-59 years old	340	1	.34	--	**.39**	--	.28-.50	--
60+ years old	1,111	4	.34	.06	**.39**	.04	.32-.46	.34-.44
Long Term Storage--Ret. Fluency (Glr--RF)	356,362	54	.56	.04	**.76**	.04	.74-.78	.71-.81
Less than 40 years old	350,138	30	.57	.03	**.76**	.04	.74-.79	.71-.81
14-19 years old	343,730	13	.57	.03	**.77**	.02	.75-.80	.75-.79
14-17 years old	265,629	5	.57	.01	**.78**	.00	.77-.79	.78-.78
18-19 years old	866	4	.27	.11	**.31**	.00	.15-.47	.31-.31
20-39 years old	5,670	12	.34	.06	**.47**	.00	.43-.51	.47-.47
20-24 years old	282	2	.31	.01	**.63**	.00	.62-.65	.63-.63
25-29 years old	2,175	4	.30	.08	**.53**	.05	.45-.60	.46-.59
30-39 years old	1,086	4	.39	.04	**.42**	.00	.36-.48	.42-.42
40 years of age and older	4,571	13	.43	.07	**.46**	.00	.41-.52	.46-.46
40-49 years old	1,018	5	.47	.12	**.54**	.06	.41-.68	.46-.63
50-59 years old	409	1	.40	--	**.44**	--	.35-.53	--
60+ years old	1,419	5	.43	.03	**.49**	.00	.45-.52	.49-.49
Visual Processing (Gv)	451,252	161	.37	.06	**.50**	.00	.49-.51	.50-.50
Less than 40 years old	436,747	111	.37	.06	**.46**	.00	.45-.47	.46-.46

14-19 years old	353,717	46	.37	.02	**.49**	.00	.48-.50	.49-.49
14-17 years old	267,717	23	.37	.01	**.49**	.01	.48-.50	.48-.51
18-19 years old	1,551	11	.35	.08	**.42**	.00	.34-.50	.42-.42
20-39 years old	41,858	35	.34	.10	**.42**	.09	.37-.47	.30-.53
20-24 years old	27,012	14	.27	.09	**.45**	.06	.39-.52	.38-.53
25-29 years old	2,696	8	.25	.09	**.44**	.06	.36-.51	.36-.52
30-39 years old	9,380	10	.42	.11	**.48**	.12	.37-.58	.32-.63
40 years of age and older	6,987	29	.40	.13	**.45**	.07	.38-.51	.35-.54
40-49 years old	761	4	.28	.10	**.33**	.08	.17-.48	.22-.43
50-59 years old	361	1	.22	--	**.25**	--	.14-.36	--
60+ years old	2,485	14	.36	.12	**.40**	.12	.33-.48	.25-.56
Auditory Processing (Ga)	9,495	13	.40	.14	**.55**	.16	.43-.66	.34-.75
Less than 40 years old	7,345	10	.37	.15	**.56**	.19	.41-.71	.32-.80
14-19 years old	4,280	5	.36	.07	**.50**	.00	.40-.60	.50-.50
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	202	1	.09	--	**.09**	--	-.04-.23	--
20-39 years old	2,277	2	.50	.06	**.56**	.07	.46-.66	.47-.64
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,150	3	.50	.08	**.54**	.09	.40-.67	.42-.65
40-49 years old	232	1	.44	--	**.56**	--	.42-.70	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	408,884	85	.19	.08	**.29**	.08	.26-.32	.19-.39
Less than 40 years old	400,769	59	.19	.07	**.27**	.07	.23-.32	.19-.36
14-19 years old	350,981	26	.18	.07	**.25**	.03	.18-.33	.21-.30
14-17 years old	266,942	16	.20	.06	**.28**	.08	.20-.36	.18-.38
18-19 years old	580	3	.16	.07	**.23**	.00	.10-.36	.23-.23
20-39 years old	24,715	15	.25	.10	**.43**	.00	.36-.50	.43-.43
20-24 years old	15,148	5	.16	.08	**.43**	.00	.37-.49	.43-.43
25-29 years old	566	3	.30	.09	**.43**	.08	.28-.59	.32-.54
30-39 years old	9,001	7	.39	.12	**.46**	.14	.34-.59	.29-.64
40 years of age and older	3,167	14	.37	.12	**.43**	.12	.35-.51	.28-.58
40-49 years old	383	1	.26	--	**.31**	--	.20-.42	--
50-59 years old	340	1	.29	--	**.35**	--	.23-.46	--

60+ years old	1,844	9	.35	.10	**.42**	.10	.33-.51	.30-.54
Reaction Time and Decision Speed (Gt)	3,919	5	.32	.12	**.42**	.13	.26-.57	.25-.59
Less than 40 years old	2,690	2	.29	.04	**.40**	.04	.32-.47	.35-.45
14-19 years old	1,450	1	.26	--	**.36**	--	.30-.43	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,240	1	.32	--	**.35**	--	.29-.40	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,229	3	.40	.07	**.35**	.00	.23-.47	.35-.35
40-49 years old	349	2	.15	.12	**.16**	.13	-.07-.39	-.01-.32
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	2,118,951	89	.46	.09	**.70**	.00	.68-.71	.70-.70
Less than 40 years old	2,116,268	84	.46	.09	**.70**	.01	.68-.71	.69-.71
14-19 years old	347,235	23	.57	.02	**.75**	.00	.73-.78	.75-.75
14-17 years old	266,300	11	.56	.03	**.76**	.01	.72-.80	.74-.77
18-19 years old	388	2	.59	.00	**.78**	.00	.60-.96	.78-.78
20-39 years old	27,927	11	.47	.06	**.64**	.00	.60-.68	.64-.64
20-24 years old	24,964	8	.46	.06	**.69**	.00	.66-.71	.69-.69
25-29 years old	424	1	.34	--	**.51**	--	.44-.59	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	2,123	2	.67	.08	**.74**	.09	.61-.86	.63-.85
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	2,105,439	85	.64	.09	**.86**	.06	.84-.87	.78-.93
Less than 40 years old	2,102,478	78	.64	.09	**.86**	.06	.84-.88	.78-.93
14-19 years old	346,693	21	.52	.03	**.69**	.00	.67-.71	.69-.69
14-17 years old	267,907	12	.53	.02	**.71**	.03	.68-.73	.67-.74
18-19 years old	458	2	.58	.00	**.74**	.00	.61-.87	.74-.74
20-39 years old	15,130	8	.68	.12	**.79**	.09	.66-.93	.68-.90
20-24 years old	12,039	4	.71	.06	**.84**	.04	.81-.87	.79-.88
25-29 years old	424	1	.59	--	**.76**	--	.71-.81	--
30-39 years old	228	1	.33	--	**.36**	--	.24-.48	--

40 years of age and older	2,391	5	.60	.10	**.64**	.00	.48-.79	.64-.64
40-49 years old	347	3	.40	.16	**.49**	.13	.26-.71	.32-.65
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Hard Science/Mech. Knowledge (Gkn)	2,102,313	83	.47	.06	**.69**	.03	.68-.71	.65-.73
Less than 40 years old	2,102,121	81	.47	.06	**.69**	.03	.68-.71	.65-.73
14-19 years old	344,547	23	.47	.02	**.77**	.00	.76-.78	.77-.77
14-17 years old	266,300	11	.47	.01	**.78**	.00	.78-.79	.78-.78
18-19 years old	835	3	.41	.13	**.54**	.01	.33-.76	.53-.56
20-39 years old	25,370	7	.43	.08	**.57**	.00	.52-.62	.57-.57
20-24 years old	24,779	5	.43	.08	**.63**	.05	.58-.68	.57-.68
25-29 years old	424	1	.47	--	**.65**	--	.59-.71	--
30-39 years old	167	1	.61	--	**.66**	--	.55-.76	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	344,826	22	.51	.02	**.82**	.00	.79-.85	.82-.82
Less than 40 years old	343,680	21	.51	.02	**.83**	.02	.80-.85	.80-.85
14-19 years old	342,262	19	.51	.02	**.83**	.00	.80-.85	.83-.83
14-17 years old	266,300	11	.51	.01	**.84**	.00	.82-.85	.84-.84
18-19 years old	489	2	.38	.12	**.38**	.00	.21-.55	.38-.38
20-39 years old	1,418	2	.69	.00	**.78**	.00	.74-.82	.78-.78
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	167	1	.57	--	**.63**	--	.51-.74	--
40 years of age and older	1,146	1	.72	--	**.79**	--	.76-.82	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. N = number of subjects included in meta-analysis; k = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 61

Meta-Analytic Correlations between Hard Sciences/Mechanical Knowledge (Gkn) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	675,361	57	.54	.04	**.71**	.01	.71-.72	.70-.73
Less than 40 years old	674,709	50	.54	.04	**.71**	.00	.70-.72	.71-.71
14-19 years old	5,086	30	.50	.09	**.54**	.00	.52-.57	.54-.54
14-17 years old	3,024	23	.48	.10	**.54**	.00	.50-.58	.54-.54
18-19 years old	135	1	.42	--	**.70**	--	.62-.79	--
20-39 years old	1,875	8	.44	.17	**.62**	.05	.52-.72	.55-.68
20-24 years old	848	3	.47	.26	**.69**	.10	.46-.91	.56-.81
25-29 years old	464	1	.37	--	**.52**	--	.46-.59	--
30-39 years old	563	4	.45	.12	**.68**	.07	.59-.76	.59-.76
40 years of age and older	56	1	.51	--	**.51**	--	.25-.77	--
40-49 years old	56	1	.51	--	**.64**	--	.48-.81	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Fluid Ability (Gf)	385,042	46	.32	.03	**.56**	.00	.55-.57	.56-.56
Less than 40 years old	384,875	44	.32	.03	**.57**	.00	.56-.58	.57-.57
14-19 years old	343,622	21	.32	.02	**.57**	.00	.56-.57	.57-.57
14-17 years old	267,094	11	.32	.01	**.57**	.00	.57-.57	.57-.57
18-19 years old	1,284	4	.27	.08	**.57**	.05	.43-.71	.51-.62
20-39 years old	15,816	7	.33	.11	**.57**	.00	.49-.64	.57-.57
20-24 years old	15,675	5	.33	.11	**.63**	.07	.55-.70	.54-.72
25-29 years old	117	1	.49	--	**.77**	--	.68-.87	--
30-39 years old	24	1	.49	--	**.71**	--	.43-.99	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Short Term Memory (Gsm)	350,503	9	.15	.03	**.25**	.05	.21-.29	.18-.32
Less than 40 years old	350,503	9	.15	.03	**.25**	.05	.21-.29	.18-.32
14-19 years old	339,310	7	.14	.03	**.25**	.05	.21-.29	.19-.31
14-17 years old	265,462	5	.15	.02	**.27**	.03	.22-.31	.23-.31
18-19 years old	346	1	.35	--	**.59**	--	.43-.75	--

20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Learn. Eff. (Glr--LE)	684	4	.19	.03	**.30**	.00	.23-.36	.30-.30
Less than 40 years old	684	4	.19	.03	**.30**	.00	.23-.36	.30-.30
14-19 years old	454	3	.25	.02	**.37**	.00	-.13-.87	.37-.37
14-17 years old	108	2	.30	.05	**.35**	.00	.29-.41	.35-.35
18-19 years old	346	1	.23	--	**.37**	--	.21-.53	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Ret. Fluency (Glr--RF)	340,444	11	.39	.02	**.67**	.00	.66-.69	.67-.67
Less than 40 years old	340,325	10	.39	.01	**.67**	.00	.66-.69	.67-.67
14-19 years old	339,721	7	.39	.01	**.68**	.00	.66-.70	.68-.68
14-17 years old	265,354	3	.39	.01	**.68**	.02	.66-.70	.66-.70
18-19 years old	546	2	.22	.00	**.50**	.00	.26-.73	.50-.50
20-39 years old	167	1	.35	--	**.58**	--	.46-.70	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	167	1	.35	--	**.67**	--	.57-.76	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Visual Processing (Gv)	404,696	74	.33	.05	**.54**	.01	.51-.56	.52-.55
Less than 40 years old	403,590	68	.33	.05	**.51**	.02	.49-.54	.49-.54

14-19 years old	346,845	34	.31	.02	**.53**	.00	.50-.56	.53-.53
14-17 years old	268,364	22	.30	.02	**.52**	.03	.49-.56	.49-.56
18-19 years old	1,162	3	.47	.04	**.80**	.00	.72-.88	.80-.80
20-39 years old	15,621	8	.35	.11	**.48**	.11	.40-.56	.34-.62
20-24 years old	14,956	4	.35	.11	**.62**	.08	.53-.70	.52-.72
25-29 years old	581	2	.50	.15	**.73**	.11	.57-.90	.59-.87
30-39 years old	84	2	.57	.05	**.78**	.00	.73-.84	.78-.78
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Auditory Processing (Ga)	946	4	.17	.09	**.46**	.02	.38-.53	.43-.49
Less than 40 years old	946	4	.17	.09	**.43**	.03	.36-.50	.40-.47
14-19 years old	319	1	.10	--	**.19**	--	.08-.30	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	387,245	44	.11	.07	**.20**	.11	.11-.29	.06-.33
Less than 40 years old	387,097	43	.11	.07	**.19**	.11	.10-.28	.06-.33
14-19 years old	350,819	29	.09	.03	**.15**	.00	.10-.21	.15-.15
14-17 years old	267,192	20	.10	.03	**.17**	.00	.11-.23	.17-.17
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	13,112	3	.24	.03	**.47**	.00	.43-.50	.47-.47
20-24 years old	12,648	2	.25	.02	**.51**	.00	.49-.54	.51-.51
25-29 years old	464	1	.13	--	**.42**	--	.34-.49	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	**--**	--	--	--
Reaction Time and Decision Speed (Gt)	119	2	.11	.07	**.38**	.00	.30-.46	.38-.38
Less than 40 years old	119	2	.11	.07	**.38**	.00	.30-.46	.38-.38
14-19 years old	--	--	--	--	**--**	--	--	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	85	1	.14	--	**.37**	--	.19-.56	--
20-24 years old	85	1	.14	--	**.42**	--	.25-.59	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Quantitative Ability (Gq)	2,279,176	82	.34	.07	**.56**	.05	.54-.58	.50-.63
Less than 40 years old	2,279,128	81	.34	.07	**.56**	.05	.54-.59	.50-.63
14-19 years old	345,479	24	.37	.03	**.63**	.00	.58-.68	.63-.63
14-17 years old	267,590	15	.36	.03	**.63**	.03	.58-.68	.59-.67
18-19 years old	738	2	.27	.02	**.33**	.00	.30-.36	.33-.33
20-39 years old	23,290	7	.39	.03	**.56**	.00	.54-.58	.56-.56
20-24 years old	22,749	5	.39	.03	**.62**	.00	.60-.64	.62-.62
25-29 years old	541	2	.34	.11	**.56**	.08	.44-.69	.47-.66
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Reading and Writing (Grw)	2,081,687	62	.37	.07	**.60**	.06	.58-.63	.53-.68
Less than 40 years old	2,081,405	60	.37	.07	**.60**	.06	.58-.63	.53-.68
14-19 years old	340,809	11	.25	.03	**.42**	.00	.38-.46	.41-.43
14-17 years old	265,826	7	.25	.02	**.44**	.03	.40-.48	.40-.48
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	10,212	4	.50	.02	**.58**	.00	.56-.60	.58-.58
20-24 years old	9,671	2	.50	.00	**.58**	.00	.56-.60	.58-.58
25-29 years old	541	2	.41	.07	**.70**	.00	.63-.77	.70-.70
30-39 years old	--	--	--	--	**--**	--	--	--

40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	2,102,313	83	.47	.06	**.69**	.03	.68-.71	.65-.73
Less than 40 years old	2,102,121	81	.47	.06	**.69**	.03	.68-.71	.65-.73
14-19 years old	344,547	23	.47	.02	**.77**	.00	.76-.78	.77-.77
14-17 years old	266,300	11	.47	.01	**.78**	.00	.78-.79	.78-.78
18-19 years old	835	3	.41	.13	**.54**	.01	.33-.76	.53-.56
20-39 years old	25,370	7	.43	.08	**.57**	.00	.52-.62	.57-.57
20-24 years old	24,779	5	.43	.08	**.63**	.05	.58-.68	.57-.68
25-29 years old	424	1	.47	--	**.65**	--	.59-.71	--
30-39 years old	167	1	.61	--	**.66**	--	.55-.76	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Non-Hard Science Knowledge (Gkn)	340,972	20	.25	.02	**.51**	.00	.47-.55	.51-.51
Less than 40 years old	340,972	20	.25	.02	**.51**	.02	.47-.55	.49-.54
14-19 years old	340,577	18	.25	.02	**.52**	.01	.48-.55	.50-.53
14-17 years old	266,300	11	.26	.02	**.54**	.00	.50-.57	.54-.54
18-19 years old	489	2	.30	.12	**.55**	.09	.42-.69	.44-.66
20-39 years old	395	2	.38	.17	**.58**	.03	.37-.78	.54-.62
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	395	2	.38	.17	**.61**	.13	.42-.81	.45-.78
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 62

Meta-Analytic Correlations between Non-Hard Science Knowledge (Gkn) and Broad (Second-Order) Ability Domains

Construct X	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV
g	--	--	--	--	--	--	--	--
Less than 40 years old	--	--	--	--	--	--	--	--
14-19 years old	--	--	--	--	--	--	--	--
14-17 years old	--	--	--	--	--	--	--	--
18-19 years old	--	--	--	--	--	--	--	--
20-39 years old	--	--	--	--	--	--	--	--
20-24 years old	--	--	--	--	--	--	--	--
25-29 years old	--	--	--	--	--	--	--	--
30-39 years old	--	--	--	--	--	--	--	--
40 years of age and older	--	--	--	--	--	--	--	--
40-49 years old	--	--	--	--	--	--	--	--
50-59 years old	--	--	--	--	--	--	--	--
60+ years old	--	--	--	--	--	--	--	--
Fluid Ability (Gf)	343,553	13	.34	.01	**.59**	.00	.58-.60	.59-.59
Less than 40 years old	342,407	12	.34	.01	**.59**	.00	.58-.60	.59-.59
14-19 years old	341,156	11	.34	.00	**.59**	.00	.59-.60	.59-.59
14-17 years old	265,826	7	.34	.00	**.60**	.00	.59-.60	.60-.60
18-19 years old	--	--	--	--	--	--	--	--
20-39 years old	1,251	1	.42	--	**.47**	--	.42-.52	--
20-24 years old	--	--	--	--	--	--	--	--
25-29 years old	--	--	--	--	--	--	--	--
30-39 years old	--	--	--	--	--	--	--	--
40 years of age and older	1,146	1	.43	--	**.48**	--	.42-.53	--
40-49 years old	--	--	--	--	--	--	--	--
50-59 years old	--	--	--	--	--	--	--	--
60+ years old	--	--	--	--	--	--	--	--
Short Term Memory (Gsm)	342,938	7	.25	.03	**.42**	.04	.39-.46	.37-.47
Less than 40 years old	341,792	6	.25	.02	**.42**	.04	.39-.45	.38-.47
14-19 years old	340,541	5	.25	.02	**.42**	.03	.39-.45	.39-.46
14-17 years old	265,354	3	.26	.01	**.43**	.01	.42-.45	.42-.45
18-19 years old	--	--	--	--	--	--	--	--

20-39 years old	1,251	1	.47	--	**.53**	--	.48-.58	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.48	--	**.55**	--	.50-.60	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Learn. Eff. (Glr--LE)	4,082	3	.32	.04	**.48**	.04	.41-.55	.42-.53
Less than 40 years old	2,936	2	.31	.05	**.47**	.06	.37-.57	.39-.55
14-19 years old	1,685	1	.28	--	**.43**	--	.36-.49	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.35	--	**.40**	--	.34-.45	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.35	--	**.41**	--	.35-.46	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Long Term Storage--Ret. Fluency (Glr--RF)	343,105	8	.38	.01	**.64**	.00	.63-.66	.64-.64
Less than 40 years old	341,959	7	.38	.01	**.65**	.00	.64-.66	.65-.65
14-19 years old	340,541	5	.38	.01	**.65**	.00	.64-.66	.65-.65
14-17 years old	265,354	3	.39	.00	**.66**	.00	.66-.66	.66-.66
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,418	2	.32	.00	**.39**	.00	.33-.45	.39-.39
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	167	1	.30	--	**.58**	--	.48-.69	--
40 years of age and older	1,146	1	.31	--	**.35**	--	.29-.40	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Visual Processing (Gv)	344,170	19	.22	.02	**.36**	.03	.34-.39	.33-.40
Less than 40 years old	343,024	18	.22	.02	**.37**	.03	.34-.39	.33-.40

14-19 years old	341,773	17	.22	.01	**.36**	.00	.34-.38	.36-.36
14-17 years old	266,300	11	.22	.01	**.37**	.00	.36-.38	.37-.37
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.41	--	**.47**	--	.42-.53	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.43	--	**.49**	--	.44-.55	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Auditory Processing (Ga)	4,082	3	.47	.06	**.73**	.08	.62-.83	.62-.83
Less than 40 years old	2,936	2	.45	.05	**.78**	.08	.65-.90	.68-.87
14-19 years old	1,685	1	.42	--	**.72**	--	.66-.79	--
14-17 years old	--	--	--	--	**--**	--	--	--
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	1,251	1	.49	--	**.56**	--	.51-.60	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	1,146	1	.54	--	**.60**	--	.55-.65	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Processing Speed (Gs)	340,088	16	.13	.05	**.21**	.08	.14-.29	.12-.31
Less than 40 years old	340,088	16	.13	.05	**.22**	.08	.14-.29	.12-.32
14-19 years old	340,088	16	.13	.05	**.23**	.08	.15-.31	.13-.34
14-17 years old	266,300	11	.15	.04	**.26**	.07	.18-.34	.17-.35
18-19 years old	--	--	--	--	**--**	--	--	--
20-39 years old	--	--	--	--	**--**	--	--	--
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	--	--	--	--	**--**	--	--	--
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--

60+ years old	--	--	--	--	--	--	--	--
Reaction Time and Decision Speed (Gt)	--	--	--	--	--	--	--	--
Less than 40 years old	--	--	--	--	--	--	--	--
14-19 years old	--	--	--	--	--	--	--	--
14-17 years old	--	--	--	--	--	--	--	--
18-19 years old	--	--	--	--	--	--	--	--
20-39 years old	--	--	--	--	--	--	--	--
20-24 years old	--	--	--	--	--	--	--	--
25-29 years old	--	--	--	--	--	--	--	--
30-39 years old	--	--	--	--	--	--	--	--
40 years of age and older	--	--	--	--	--	--	--	--
40-49 years old	--	--	--	--	--	--	--	--
50-59 years old	--	--	--	--	--	--	--	--
60+ years old	--	--	--	--	--	--	--	--
Quantitative Ability (Gq)	344,170	19	.37	.03	**.61**	.03	.57-.65	.58-.64
Less than 40 years old	343,024	18	.37	.03	**.61**	.03	.58-.65	.58-.65
14-19 years old	341,773	17	.37	.02	**.61**	.01	.58-.64	.60-.63
14-17 years old	266,300	11	.37	.01	**.63**	.00	.62-.64	.63-.63
18-19 years old	--	--	--	--	--	--	--	--
20-39 years old	1,251	1	.61	--	**.69**	--	.65-.73	--
20-24 years old	--	--	--	--	--	--	--	--
25-29 years old	--	--	--	--	--	--	--	--
30-39 years old	--	--	--	--	--	--	--	--
40 years of age and older	1,146	1	.66	--	**.74**	--	.70-.77	--
40-49 years old	--	--	--	--	--	--	--	--
50-59 years old	--	--	--	--	--	--	--	--
60+ years old	--	--	--	--	--	--	--	--
Reading and Writing (Grw)	343,553	13	.39	.02	**.65**	.00	.63-.67	.65-.65
Less than 40 years old	342,407	12	.39	.01	**.65**	.01	.64-.67	.64-.67
14-19 years old	341,156	11	.39	.01	**.66**	.00	.64-.67	.66-.66
14-17 years old	265,826	7	.39	.01	**.67**	.00	.65-.68	.67-.67
18-19 years old	--	--	--	--	--	--	--	--
20-39 years old	1,251	1	.51	--	**.58**	--	.53-.62	--
20-24 years old	--	--	--	--	--	--	--	--
25-29 years old	--	--	--	--	--	--	--	--
30-39 years old	--	--	--	--	--	--	--	--

40 years of age and older	1,146	1	.57	--	**.64**	--	.60-.68	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Comprehension Knowledge (Gc)	344,826	22	.51	.02	**.82**	.00	.79-.85	.82-.82
Less than 40 years old	343,680	21	.51	.02	**.83**	.02	.80-.85	.80-.85
14-19 years old	342,262	19	.51	.02	**.83**	.00	.80-.85	.83-.83
14-17 years old	266,300	11	.51	.01	**.84**	.00	.82-.85	.84-.84
18-19 years old	489	2	.38	.12	**.38**	.00	.21-.55	.38-.38
20-39 years old	1,418	2	.69	.00	**.78**	.00	.74-.82	.78-.78
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	167	1	.57	--	**.63**	--	.51-.74	--
40 years of age and older	1,146	1	.72	--	**.79**	--	.76-.82	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--
Hard Science/Mech. Knowledge (Gkn)	340,972	20	.25	.02	**.51**	.00	.47-.55	.51-.51
Less than 40 years old	340,972	20	.25	.02	**.51**	.02	.47-.55	.49-.54
14-19 years old	340,577	18	.25	.02	**.52**	.01	.48-.55	.50-.53
14-17 years old	266,300	11	.26	.02	**.54**	.00	.50-.57	.54-.54
18-19 years old	489	2	.30	.12	**.55**	.09	.42-.69	.44-.66
20-39 years old	395	2	.38	.17	**.58**	.03	.37-.78	.54-.62
20-24 years old	--	--	--	--	**--**	--	--	--
25-29 years old	--	--	--	--	**--**	--	--	--
30-39 years old	395	2	.38	.17	**.61**	.13	.42-.81	.45-.78
40 years of age and older	--	--	--	--	**--**	--	--	--
40-49 years old	--	--	--	--	**--**	--	--	--
50-59 years old	--	--	--	--	**--**	--	--	--
60+ years old	--	--	--	--	**--**	--	--	--

Note. *N* = number of subjects included in meta-analysis; *k* = number of samples in meta-analysis; $\bar{r}$ = sample-size weighted mean observed correlation across studies;
SD_r = sample-size weighted standard deviation of observed correlations;
ρ = mean corrected correlations, after correcting for measurement error and range restriction; SD_ρ = standard deviation of corrected correlations after correcting for sampling error and variance due to artifacts; 95% CI = 95% confidence interval for ρ; 80% CV = 80% credibility interval around ρ. Age refers to mean age of sample. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw;

Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 63.

Meta-Analytic Correlation Matrix of Broad Ability Factor Domains

	1	2	3	4	5	6
1. Fluid Ability (Gf)	……...	N=361141, k=74	N=13545, k=32	N=355920, k=49	N=432122, k=168	N=8601, k=10
2. Short Term Memory (Gsm)	.42 (.40-.44)	……...	N=15371, k=43	N=352957, k=33	N=359054, k=64	N=8333, k=10
3. Long Term Storage--Learning Eff. (Glr--LE)	.55 (.49-.61)	.53 (.45-.62)	……...	N=11983, k=24	N=13280, k=32	N=6649, k=8
4. Long Term Storage--Retrieval Fl. (Glr--RF)	.68 (.66-.70)	.41 (.40-.42)	.36 (.32-.40)	……...	N=355324, k=47	N=7618, k=8
5. Visual Processing (Gv)	.65 (.64-.66)	.26 (.24-.28)	.41 (.33-.49)	.54 (.52-.56)	……...	N=11250, k=12
6. Auditory Processing (Ga)	.62 (.57-.66)	.59 (.53-.64)	.48 (.42-.54)	.42 (.36-.48)	.50 (.46-.54)	……...
7. Processing Speed (Gs)	.32 (.29-.34)	.19 (.17-.21)	.38 (.35-.41)	.22 (.19-.25)	.32 (.28-.35)	.64 (.62-.67)
8. Reaction Time and Decision Speed (Gt)	.49 (.35-.63)	.38 (.26-.50)	.39 (.25-.54)	.54 (.43-.64)	.43 (.29-.57)	.37 (.25-.50)
9. Quantitative Ability (Gq)	.72 (.69-.75)	.42 (.38-.45)	.52 (.47-.56)	.67 (.64-.70)	.54 (.51-.57)	.55 (.50-.60)
10.Reading and Writing (Grw)	.65 (.64-.66)	.47 (.46-.49)	.42 (.36-.48)	.59 (.57-.61)	.39 (.37-.41)	.60 (.55-.65)
11. Comprehension Knowledge (Gc)	.71 (.70-.72)	.43 (.42-.45)	.46 (.42-.50)	.76 (.74-.78)	.50 (.49-.51)	.55 (.43-.66)
12. Domain Specific Knowledge (Gkn)	--	--	--	--	--	--
13. Hard Sciences/Mech. Knowledge (Gkn--HS)	.56 (.55-.57)	.25 (.21-.29)	.30 (.23-.36)	.67 (.66-.69)	.54 (.51-.56)	.46 (.38-.53)
14. Non-Hard Science Knowledge (Gkn)	.59 (.58-.60)	.42 (.39-.46)	.48 (.41-.55)	.64 (.63-.66)	.36 (.34-.39)	.73 (.62-.83)

	7	8	9	10	11	12
1. Fluid Ability (Gf)	N=388045, k=83	N=3954, k=5	N=400511, k=66	N=377846, k=45	N=426521, k=151	--
2. Short Term Memory (Gsm)	N=345717, k=38	N=3478, k=5	N=358280, k=18	N=358077, k=17	N=370909, k=69	--
3. Long Term Storage--Learning Eff. (Glr--LE)	N=3909, k=17	N=2714, k=5	N=7486, k=11	N=7557, k=13	N=13626, k=32	--
4. Long Term Storage--Retrieval Fl. (Glr--RF)	N=343791, k=27	N=2611, k=4	N=346849, k=17	N=346570, k=15	N=356362, k=54	--
5. Visual Processing (Gv)	N=451678, k=116	N=3814, k=5	N=415446, k=82	N=392706, k=63	N=451252, k=161	--
6. Auditory Processing (Ga)	N=2649, k=1	N=3142, k=4	N=7361, k=7	N=7167, k=7	N=9495, k=13	--
7. Processing Speed (Gs)	……...	N=85, k=1	N=381905, k=56	N=373619, k=46	N=408884, k=85	--
8. Reaction Time and Decision Speed (Gt)	.57 (.43-.71)	……...	N=3756, k=5	N=3451, k=3	N=3918, k=5	--
9. Quantitative Ability (Gq)	.24 (.18-.29)	.37 (.20-.54)	……...	N=2260557, k=76	N=2118951, k=89	--
10.Reading and Writing (Grw)	.29 (.22-.36)	.40 (.26-.53)	.72 (.70-.74)	……...	N=2105439, k=85	--
11. Comprehension Knowledge (Gc)	.29 (.26-.32)	.42 (.26-.57)	.70 (.68-.71)	.86 (.84-.87)	……...	--
12. Domain Specific Knowledge (Gkn)	--	--	--	--	--	……...
13. Hard Sciences/Mech. Knowledge (Gkn--HS)	.20 (.11-.29)	.38 (.30-.46)	.56 (.54-.58)	.60 (.58-.63)	.69 (.68-.71)	--
14. Non-Hard Science Knowledge (Gkn)	.21 (.14-.29)	--	.61 (.57-.65)	.65 (.63-.67)	.82 (.79-.85)	--

	13	14
1. Fluid Ability (Gf)	N=385042, k=46	N=343553, k=13
2. Short Term Memory (Gsm)	N=350503, k=9	N=342938, k=7
3. Long Term Storage--Learning Eff. (Glr--LE)	N=684, k=4	N=4082, k=3
4. Long Term Storage--Retrieval Fl. (Glr--RF)	N=340444, k=11	N=343105, k=8
5. Visual Processing (Gv)	N=404696, k=74	N=344170, k=19
6. Auditory Processing (Ga)	N=946, k=4	N=4082, k=3
7. Processing Speed (Gs)	N=387245, k=44	N=340088, k=16
8. Reaction Time and Decision Speed (Gt)	N=119, k=2	--
9. Quantitative Ability (Gq)	N=2279176, k=82	N=344170, k=19
10.Reading and Writing (Grw)	N=2081687, k=62	N=343553, k=13
11. Comprehension Knowledge (Gc)	N=2102313, k=83	N=344826, k=22
12. Domain Specific Knowledge (Gkn)	--	--
13. Hard Sciences/Mech. Knowledge (Gkn--HS)	……...	N=340972, k=20
14. Non-Hard Science Knowledge (Gkn)	.51 (.47-.55)	……...

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Best indicators are Lexical Knowledge and General Verbal Information for Gc; Spelling Ability, Writing Ability, and Reading Decoding for Grw; Induction for Gf; Scanning and Pattern Recognition for Gp; and Visualization for Gv. All other factor domains were treated as in Table 23 (i.e., all indicators were combined together).

Table 64.

Exploratory Factor Analysis of Broad Ability Factors (Single Factor Solution)

	Factor
	g
Fluid Ability (Gf)	**.81**
Short Term Memory (Gsm)	.52
Long Term Storage--Learning Efficiency (Glr--LE)	.56
Long Term Storage--Retrieval Fluency (Glr--RF)	.79
Visual Processing (Gv)	.60
Auditory Processing (Ga)	.70
Processing Speed (Gs)	.36
Quantitative Ability (Gq)	**.81**
Reading and Writing (Grw)	**.85**
Comprehension Knowledge (Gc)	**.92**
Hard Sciences/Mechanical Knowledge (Gkn--S)	.72
Non-Hard Science Knowledge (Gkn)	**.81**
Eigenvalues	5.93
% VAC	.54

Note. Factor loadings above .80 are in bold.

Table 65.

Exploratory Factor Analysis of Broad Ability Factors (Schmid-Leiman Solution)

	Factor			
	g	Crystallized*	Fluid*	Auditory Processing & Processing Speed *
Fluid Ability (Gf)	**.76**	.08	**.42**	.11
Short Term Memory (Gsm)	.48	.08	.07	**.35**
Long Term Storage--Learning Efficiency (Glr--LE)	.51	.05	**.22**	.17
Long Term Storage--Retrieval Fluency (Glr--RF)	.72	**.25**	**.30**	-.11
Visual Processing (Gv)	.59	-.06	**.47**	.11
Auditory Processing (Ga)	.67	.03	.05	**.74**
Processing Speed (Gs)	.38	-.03	.04	**.51**
Quantitative Ability (Gq)	.72	.14	**.33**	.07
Reading and Writing (Grw)	**.77**	**.39**	.05	.09
Comprehension Knowledge (Gc)	**.85**	**.51**	.05	-.05
Hard Sciences/Mechanical Knowledge (Gkn--S)	.66	**.22**	**.23**	-.01
Non-Hard Science Knowledge (Gkn)	.74	**.39**	-.07	.29
Eigenvalues		6.71	1.26	.93
% VAC		56	10	8

Note. Largest factor loadings are in bold. Factors followed by * are stub factors from the Schmid-Leiman bifactor model.

Table 66

g Saturation by Age (Principal Components solution)

	Principal Components	**Factor Analysis**
All Data	.56	.52
Age 40+	.58	.53
Age 20-39	.56	.51
Age 14-19	.60	.55
Mean (% VAC by 1st eigenvalue)	.58	.53
SD % (VAC by 1st eigenvalue)	.02	.02

Note. Coefficients are percentage of variance accounted for by first eigenvalue of correlation matrix. Mean and SD refer to averages across separate age groups, and do not include the "All Data" row. H

Table 67

Information Coded for Cognitive Ability Predictive Validity Meta-Analytic Database

Name	Description
Authors	Study authors
Year	Year of study publication
Study Name	Name of study
Sample Number	Index to identify sample within multi-sample studies
Country	Location country of sample in study
RR Sample Type	Sample typology used to determine appropriate range-restriction correction (e.g., "job incumbents")
RR Correction Type	Range-restriction correction method(s) that are appropriate, based on RR sample type (e.g., "IRR")
Job Name	Job name for employees in sample
Job Code (final)	Job code from DOT
Hunter (1980) Data-Things Complexity (5 level)	Hunter (1980) 5 level people-data-things complexity grouping
Hunter (1980) Data-Things Complexity (3 level)	Hunter (1980) 3 level people-data-things complexity grouping
Hunter (1980) People Complexity	Hunter (1980) people complexity data grouping
Military?	Index to identify whether sample is military
Study Design	Index to capture study design (e.g., predictive, concurrent)
Mean Age	Mean age of sample in study
SD Age	SD of ages for sample in study
Age Category	Index identifying whether mean age of sample is 40+
Mean Experience	Mean job experience of sample in study
SD Experience	SD of job experience of sample in study
Predictor Name	Name of cognitive test used in study
Predictor Description	Verbatim description of predictor test from study authors
Predictor: Ad Hoc?	Identifier to indicated whether test is professional published
Predictor: Length	Number of items on test
Predictor Classification	Factor classification of test, based on Stanek-Ones compendium
Predictor Test Series ID	Cognitive test series/battery name (e.g., "ASVAB")
Predictor Test Series Subscale	Cognitive test subscale within series/battery (e.g., "assembling objects")
Predictor Test Series Year/Edition	Edition of test series (e.g., "ASVAB Form 15c")
Criterion Name	Name of criterion used in study
Criterion Description	Verbatim description of criterion from study authors

Criterion Type	Index capturing whether criterion is subjective or objective
Criterion Source	For subjective criteria, description of rater (e.g., "supervisor", "peer", "self")
Number Raters	Number of raters (for subjective criteria)
Criterion Use (Administrative, Research)	Index capturing whether criterion collected in research or admin. context
Criterion: Ad Hoc?	Identifier to indicated whether criterion is created ad hoc by study authors
Criterion: Length	Number of items on criterion
Criterion Classification	Factor/taxonomic classification of criterion
Reverse	Is criterion reverse-coded?
Mean x	Mean score on cognitive predictor
SDx	SD of scores on cognitive predictor
SDx_pop	Population SD of scores for cognitive predictor (based on series/edition of test)
SDx_pop Type	Index capturing whether population SD for cognitive predictor is based on national normative sample or applicant sample
ux	Range restriction u-value for cognitive predictor
ux Source	Index identifying whether ux is restricted or unrestricted (see Hunter et al., XXX)
Mean y	Mean score on criterion
SDy	SD of scores on criterion
SDy_pop	Population SD of scores for criterion (based on series/edition of test)
SDy_pop Type	Index capturing whether population SD for criterion is based on national normative sample or applicant sample
uy	Range restriction u-value for criterion
uy Source	Index identifying whether ux is restricted or unrestricted (see Hunter et al., XXX)
rxx	Sample reliability coefficient for cognitive predictor
reliability type (rxx)	Type of reliability (e.g., alpha) for cognitive predictor
rxx Source	Index indentifying whether rxx is restricted or unrestricted
ryy	Sample reliability coefficient for criterion
reliablity type (ryy)	Type of reliability (e.g., alpha) for criterion
ryy Source	Index indentifying whether ryy is restricted or unrestricted
N	Sample size
rxy	Correlation between cognitive predictor and criterion
Reverse-Code Needed? (X)	Is predictor reverse-coded?
Reverse-Code Needed? (Y)	Is criterion reverse-coded?
Dichotomized?	Is criterion dichotomized?
Dichotomized Percent	What are percents in each group created by dichotomy?
Biserial?	Is correlation biserial?
Biserial Percent	What are percents in each group for biserial correlation?

Table 68

Classification of Items into Criterion Taxonomy

Overall Performance	
Subjective Measures (Ratings/Rankings)	
Single-Item	Overall performance, overall proficiency, overall success on job, overall effectiveness, overall need for supervision, would recommend for rehire, meets supervisor expectations for performance, contribution to unit effectiveness
Composite task & contextual	(See indicators below--scales containing items from task and contextual performance, with neither constituting at least 70% of scale)
Objective Measures	(None)
Task Performance	
Subjective Measures (Ratings/Rankings)	
Technical Performance	Quantity of work, quality of work, facility at performing job tasks, variety of tasks capable of performing proficiently, performance on listed job tasks, quality and continuous improvement, paying attention to important details, accuracy of work, resourcefulness when unusual problems occur, efficiency of work, customer service and customer relations (customer-service jobs), task-relevant judgment and decision making, analysis and problem-solving, critical thinking behaviors, evaluating quality of reasoning and evidence, overall technical proficiency, organizing and managing one's own work, meeting deadlines, using job knowledge, meeting formal performance requirements, getting the job done, ability to solve complex job tasks, proposes superior solutions to work problems, applying high levels of technical skill to work, accomplishes own share of the work
Communication	Written communication, oral communication, overall communication, clarity of communication
Composite/overall	(See indicators above--scales containing items from multiple facets, with none constituting at least 70% of scale)
Objective Measures	
Technical Performance	Production records, work samples, combined work sample/job knowledge tests
Communication	(None)
Composite/overall	(None)

Contextual Performance—OCB	
Subjective Measures (Ratings/Rankings)	
OCB-I (Individually-Directed)	Helping others who are overwhelmed, mediating disagreements between colleagues, volunteering to help train newcomers, proactive in avoiding disagreements, cheering up colleagues when they are feeling low, cooperating with teammates, helping others accomplish their work, supporting and encouraging coworkers with problems, teamwork, cooperating with others, leadership, taking charge and helping to stay focused, promoting good working relationships, conflict resolution, helping provide supportive communication climate, interpersonal problem solving, cooperation with others, developing and mentoring others, interpersonal relations, listening, building relationships, coaching and development, empowerment/facilitation, consideration and support, goal emphasis, initiating structure, serving as a model, leading courageously, open communication, readily accepting new members of team, providing motivation, relationship building, working well with others
OCB-O (Organization-Directed)	Establishing orderly work practices, administration and accounting, clarification of roles, providing direction, administration, commitment and compliance, coordination, decision making and strategic innovation, external representation, planning and budgeting, monitoring unit effectiveness, managing objectives, defending supervisor's decisions
OCP-P (Proactive)	Persisting in overcoming obstacles to complete a task, volunteering for additional duties, looking for challenging assignments, taking initiative to solve work problems, tackling difficult work assignments enthusiastically, voluntarily doing more than the job requires, showing initiative, making suggestions for improving work, showing interest and initiative in improving performance, diligence, perseverance, resilience on job, exhibiting effort and initiative, working well under pressure, self-management, almost never absent
Composite/overall	(See indicators above--scales containing items from multiple facets, with none constituting at least 70% of scale)
Objective Measures	
OCB-I	(None)
OCB-O	(None)
OCP-P	(None)
Composite/overall	(None)

Contextual Performance—CWB	
Subjective Measures (Ratings/Rankings)	
CWB-I: Approach	Criticizing colleagues, sought revenge from colleagues, physical aggression towards other employees, presents colleagues' ideas as own, steals from colleagues, spread rumors about colleagues, concealed work-relevant information from colleague, sexual harassment, insulted colleagues, threatened colleagues, sabotaged colleagues' work, lied to coworkers, directs unpleasant tasks to newcomers
CWB-I: Avoid	Fulfills commitments (reverse)
CWB-O: Approach	Spends time complaining about trivial things, avoids unauthorized shortcuts in work tasks (reverse), argues with people from outside the organization (e.g., customers or visitors), intentionally works slowly or carelessly, spread rumors about firm, steals from company, hides own errors, dishonest timecard practices, fraudulent expense reports, damages company equipment, used company property for personal business, shares confidential information, physical aggression towards organizational outsiders (customers, visitors, etc.), falsifies business documents, violates safety instructions, falsifies work results, damages or sabotages company equipment, complies with instructions when supervisor not present (reverse)
CWB-O: Avoid	Provides advance notice when missing work(reverse), leaves workplace during working hours without permission, came to work late or went home early, exceeded sanctioned break by more than five minutes, skipped going to work, works less when supervisor not around, avoided doing work while on job, failed to prepare for important jobs, ignored supervisor, wastes time at work, took drugs during working hours, intoxicated during working hours
Undifferentiated	Personal discipline and self-control (reverse), professionalism (reverse), maturity (reverse), integrity (reverse), respects authority (reverse), dependability (reverse)
Composite/overall	(See indicators above--scales containing items from multiple facets, with none constituting at least 70% of scale)
Objective Measures	
CWB-I: Approach	(None)
CWB-I: Avoid	(None)
CWB-O: Approach	(None)
CWB-O: Avoid	(None)
Undifferentiated	(None)
Composite/overall	(None)

Accidents	
Subjective Measures (Ratings/Rankings)	
Culpable	(None)
Non-Culpable	(None)
Undifferentiated	(None)
Objective Measures	
Culpable	At-fault vehicular accidents, number of at-fault vehicular accidents
Non-Culpable	(None)
Undifferentiated	Number of driving accidents, cost of driving accidents, number of improper chemical blends, number of chemical spills, cost of spills and blends, percentage of organizational accidents in which employee was involved

Absenteeism	
Subjective Measures (Ratings/Rankings)	
Unexcused	(None)
Excused	(None)
Undifferentiated	(None)
Objective Measures	
Unexcused	Hours unpaid absences, number hours absent without calling in to inform, number of culpable absences, unmanaged sick hours
Excused	Lost time due to occupational injury, paid sick leave, number hours absent due to injury or illness, number of non-culpable absences
Undifferentiated	Number of absences

Tardiness	
Subjective Measures (Ratings/Rankings)	
Unexcused	(None)
Excused	(None)
Undifferentiated	Tardiness
Objective Measures	
Unexcused	(None)
Excused	(None)
Undifferentiated	Came to work late

Performance Determinants	
Subjective Measures (Ratings/Rankings)	
Abilities	Technical knowledge, ability to learn, ability to grasp new ideas, job-referenced abilities (e.g., mechanical ability), analytical ability, job-related skills, quantitative ability, mechanical ability, reading comprehension, clerical ability, teamwork knowledge and skill, oral comprehension, interpersonal skills, organizational skills
Non-Cognitive (Motivation)	Learning orientation, goal orientation, stability, adaptability, confidence at job, attitude towards job, ability to take initiative, ability to stay calm in an emergency, assertiveness
Non-Cognitive (Other)	Manual dexterity
Objective Measures	
Cognitive	Job knowledge tests
Non-Cognitive (Motivation)	(None)
Non-Cognitive (Other)	(None)

Potential	
Subjective Measures (Ratings/Rankings)	
Promotability	Promotability, potential for advancement
Performance Potential	Overall performance potential
Undifferentiated	Overall potential, potential for success
Objective Measures	
Promotability	(None)
Performance Potential	(None)
Undifferentiated	(None)

Performance Outcomes	
Subjective Measures (Ratings/Rankings)	
Task	Meeting goals, self-reported sales, overall selling effectiveness
OCB	Subordinate OCB, subordinate performance and morale, employee influence
CWB	(None)
Overall	(None)
Objective Measures	
Task	Sales, non-sales revenue generated by employee, counts of task outcomes that are not fully in control, dismissed for poor performance (reverse)
OCB	Awards received by subordinates, subordinate unauthorized absence (reverse), subordinate accidents (reverse)
CWB	Fired for cause (disciplinary problems), formal disciplinary actions, punitive days off, formal complaints, demotions, formal reprimands, involuntary turnover; organizational records of deviance (organizational), organizational records of deviance (interpersonal), organizational records of deviance (overall)
Overall	Commendations and awards

Other
Adaptability (O), effort and productivity (overall performance), organization (C), creativity, subordinate sick days

Table 69

Predictor Reliability Artifact Distributions for Predictive Validity Meta-Analyses (Overall Sample)

Construct	Incumbent Samples							Non-Incumbent Samples						
	N	k	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$	N	k	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$
g	54,418	28	.86	.06	.93	.03	.88	543,652	44	.93	.05	.96	.03	.96
Fluid (Gf)	22,151	89	.78	.09	.88	.05	.77	698,121	152	.86	.07	.93	.04	.91
Short Term Memory (Gsm)	1,565	6	.92	.02	.96	.01	.91	1,257	5	.87	.07	.93	.04	.83
Long Term Storage and Retreival	--	--	--	--	--	--	--	242	2	.81	.09	.90	.05	.82
Long Term Storage--Learning Eff. (Glr—LE)	465	2	.81	.02	.90	.01	.81	1,809	9	.84	.07	.92	.04	.84
Long Term Storage--Retrieval Fluency (Glr—RF)	909	8	.77	.09	.87	.05	.78	2,996	6	.80	.04	.89	.02	.78
Visual Processing (Gv)	3,343	15	.79	.09	.89	.05	.81	516,766	79	.86	.07	.93	.04	.83
Processing Speed (Gs)	8,651	27	.81	.14	.90	.08	.83	18,811	91	.85	.07	.92	.04	.84
Acquired Knowledge	--	--	--	--	--	--	--	3,497	7	.88	.05	.94	.03	.95
Quantitative Ability (Gq)	--	--	--	--	--	--	--	527,311	29	.90	.03	.95	.02	.90
Verbal Ability	90	1	.68	--	.82	--	.68	7,985	20	.90	.03	.95	.02	.90
Reading and Writing (Grw)	2,237	8	.79	.13	.89	.07	.85	537,072	89	.88	.08	.94	.04	.82
Comprehension Knowledge (Gc)	3,155	18	.88	.04	.94	.02	.89	512,825	31	.88	.05	.94	.03	.91
Domain Specific Knowledge (Gkn)	3,131	8	.76	.11	.87	.06	.76	--	--	--	--	--	--	--
General Science Knowledge (Gkn—S)	--	--	--	--	--	--	--	2,351,491	47	.85	.06	.92	.03	.84
c-Verbal Ability & Memory	237	2	.93	.01	.96	.01	.93	988	8	.92	.01	.96	.01	.92
c-Quantitative Reas. (Gf) & Num. Fac.	--	--	--	--	--	--	--	3,195	13	.88	.04	.94	.02	.87
c-Fluid (Gf) & Visual Processing (Gv)	413	3	.87	.01	.93	.00	.87	2,360	11	.89	.04	.94	.02	.90
c-Lexical Knowledge (Gc) & Process. Speed (Gs)	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Note. N = number of subjects; k = number of samples; $\bar{r}_{xx}$ = unweighted mean reliability; $SD_{r_{xx}}$ = unweighted standard deviation of reliabilities; $\bar{q}_x$ = unweighted mean square-root of reliabilities; SD_{q_x} = unweighted standard deviation of square-root of reliabilities; $\rho_{r_{xx}}$= sample-size weighted average reliability.
Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 70

Predictor Reliability Artifact Distributions for Predictive Validity Meta-Analyses (Moderators Included)

Construct	Incumbent Samples							Non-Incumbent Samples						
	N	k	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$	N	k	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$
g	54,418	28	.86	.06	.93	.03	.88	543,652	44	.93	.05	.96	.03	.96
Sample Type: USES	--	--	--	--	--	--	--	3,195	13	.90	.03	.95	.02	.89
Sample Type: Military	471	1	.90	--	.95	--	.90	485,342	2	.96	.02	.98	.01	.96
Sample Type: Civilian	53,947	27	.86	.06	.93	.03	.88	55,115	29	.94	.06	.97	.03	.93
Fluid (Gf)	22,151	89	.78	.09	.88	.05	.77	698,121	152	.86	.07	.93	.04	.91
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	1,141	2	.93	.00	.96	.00	.93	504,701	3	.90	.03	.95	.01	.90
Sample Type: Civilian	21,010	87	.77	.09	.88	.05	.76	193,420	149	.86	.07	.93	.04	.92
Short Term Memory (Gsm)	1,565	6	.92	.02	.96	.01	.91	1,257	5	.87	.07	.93	.04	.83
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	1,141	2	.90	.00	.95	.00	.90	--	--	--	--	--	--	--
Sample Type: Civilian	424	4	.93	.00	.97	.00	.93	1,257	5	.87	.07	.93	.04	.83
Long Term Storage and Retrieval (Glr)	--	--	--	--	--	--	--	242	2	.81	.09	.90	.05	.82
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--	--	--	242	2	.81	.09	.90	.05	.82
Long Term Storage—Learn. Eff. (Glr—LE)	465	2	.81	.02	.90	.01	.81	1,809	9	.84	.07	.92	.04	.84
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	465	2	.81	.02	.90	.01	.81	1,809	9	.84	.07	.92	.04	.84
Long Term Storage—Ret. Fluency (Glr—RF)	909	8	.77	.09	.87	.05	.78	2,996	6	.80	.04	.89	.02	.78
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	909	8	.77	.09	.87	.05	.78	2,996	6	.80	.04	.89	.02	.78
Visual Processing (Gv)	3,343	15	.79	.09	.89	.05	.81	516,766	79	.86	.07	.93	.04	.83
Sample Type: USES	--	--	--	--	--	--	--	3,195	13	.84	.04	.91	.02	.83
Sample Type: Military	1,141	2	.87	.00	.93	.00	.87	485,342	2	.83	.01	.91	.01	.83
Sample Type: Civilian	2,202	13	.78	.09	.88	.05	.78	28,229	64	.87	.08	.93	.04	.88

Processing Speed (Gs)	8,651	27	.81	.14	.90	.08	.83	18,811	91	.85	.07	.92	.04	.84
Sample Type: USES	--	--	--	--	--	--	--	6,390	26	.81	.06	.90	.03	.79
Sample Type: Military	4,050	2	.82	.05	.90	.03	.82	--	--	--	--	--	--	--
Sample Type: Civilian	4,601	25	.81	.14	.90	.09	.84	12,421	65	.86	.07	.93	.04	.87
Acquired Knowledge	--	--	--	--	--	--	--	3,497	7	.88	.05	.94	.03	.95
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--	--	--	3,497	7	.88	.05	.94	.03	.95
Quantitative Ability (Gq)	--	--	--	--	--	--	--	527,311	29	.90	.03	.95	.02	.90
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	504,701	3	.88	.04	.94	.02	.90
Sample Type: Civilian	--	--	--	--	--	--	--	22,610	26	.90	.03	.95	.02	.83
Verbal Ability	90	1	.68	--	.82	--	.68	7,985	20	.90	.03	.95	.02	.90
Sample Type: USES	--	--	--	--	--	--	--	3,195	13	.89	.03	.95	.02	.89
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	90	1	.68	--	.82	--	.68	4,790	7	.91	.02	.95	.01	.91
Reading and Writing (Grw)	2,237	8	.79	.13	.89	.07	.85	537,072	89	.88	.08	.94	.04	.82
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	504,701	3	.80	.05	.90	.03	.82
Sample Type: Civilian	2,237	8	.79	.13	.89	.07	.85	32,371	86	.88	.08	.94	.04	.85
Comprehension Knowledge (Gc)	3,155	18	.88	.04	.94	.02	.89	512,825	31	.88	.05	.94	.03	.91
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	485,342	2	.91	.04	.95	.02	.91
Sample Type: Civilian	3,155	18	.88	.04	.94	.02	.89	27,483	29	.87	.05	.93	.03	.91
Domain Specific Knowledge (Gkn)	3,131	8	.76	.11	.87	.06	.76	--	--	--	--	--	--	--
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	1,983	5	.80	.10	.89	.06	.79	--	--	--	--	--	--	--
Sample Type: Civilian	1,148	3	.70	.10	.84	.06	.71	--	--	--	--	--	--	--
General Science Knowledge (Gkn—S)	--	--	--	--	--	--	--	2,351,491	47	.85	.06	.92	.03	.84
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	2,339,792	13	.83	.04	.91	.02	.84
Sample Type: Civilian	--	--	--	--	--	--	--	11,699	34	.85	.06	.92	.03	.87

c-Verbal Ability & Memory	237	2	.93	.01	.96	.01	.93	988	8	.92	.01	.96	.01	.92
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	237	2	.93	.01	.96	.01	.93	988	8	.92	.01	.96	.01	.92
c-Quantitative Reasoning (Gf) & Num. Facility	--	--	--	--	--	--	--	3,195	13	.88	.04	.94	.02	.87
Sample Type: USES	--	--	--	--	--	--	--	3,195	13	.88	.04	.94	.02	.87
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--	--	--	--	--	--	--	--	--	--
c-Fluid (Gf) & Visual Processing (Gv)	413	3	.87	.01	.93	.00	.87	2,360	11	.89	.04	.94	.02	.90
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	413	3	.87	.01	.93	.00	.87	2,360	11	.89	.04	.94	.02	.90
c--Lexical Knowledge (Gc) & Process. Speed (Gs)	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: USES	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Military	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Note. N = number of subjects; k = number of samples; $\bar{r}_{xx}$ = unweighted mean reliability; $SD_{r_{xx}}$ = unweighted standard deviation of reliabilities; $\bar{q}_x$ = unweighted mean square-root of reliabilities; SD_{q_x} = unweighted standard deviation of square-root of reliabilities; $\rho_{r_{xx}}$ = sample-size weighted average reliability. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 71

u-Value Artifact Distributions for Predictive Validity Meta-Analyses (Incumbent Samples Only--Overall Sample)

Construct	N	k	$\bar{u}_x$	SD_{u_x}	ρ_{u_x}
g	67,457	510	.73	.12	.72
Complexity: High	5,773	64	.71	.11	.71
Complexity: Medium	18,754	180	.73	.13	.75
Complexity: Low	15,943	223	.73	.10	.73
Fluid (Gf)	273,099	397	.70	.14	.67
Complexity: High	7,931	30	.73	.12	.72
Complexity: Medium	131,163	188	.69	.14	.66
Complexity: Low	50,335	57	.73	.09	.70
Short Term Memory (Gsm)	--	--	--	--	--
Complexity: High	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Long Term Storage and Retrieval (Glr)	--	--	--	--	--
Complexity: High	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Long Term Storage--Learning Efficiency (Glr—LE)	--	--	--	--	--
Complexity: High	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Long Term Storage--Retrieval Fluency (Glr—RF)	205	4	1.03	.06	1.03
Complexity: High	74	1	1.05	--	1.05
Complexity: Medium	104	2	1.03	.11	1.02
Complexity: Low	--	--	--	--	--
Visual Processing (Gv)					
Visual Processing (Gv)	37,345	474	.86	.11	.87
Complexity: High	3,762	52	.85	.10	.85
Complexity: Medium	15,577	166	.88	.12	.89
Complexity: Low	14,592	226	.84	.11	.84
Processing Speed (Gs)	68,394	615	.84	.14	.79
Complexity: High	3,983	58	.81	.10	.81
Complexity: Medium	19,456	221	.82	.15	.83
Complexity: Low	16,867	258	.84	.11	.83
Acquired Knowledge	226	3	.59	.12	.57
Complexity: High	41	1	.69	--	.69
Complexity: Medium	83	1	.45	--	.45
Complexity: Low	--	--	--	--	--
Quantitative Ability (Gq)	262,308	323	.70	.08	.72
Complexity: High	4,471	17	.69	.05	.69
Complexity: Medium	126,690	161	.69	.07	.71
Complexity: Low	49,667	42	.75	.08	.77

Verbal Ability	273,634	747	.61	.13	.55
Complexity: High	7,875	66	.63	.12	.57
Complexity: Medium	140,262	307	.60	.14	.53
Complexity: Low	63,830	259	.67	.11	.60
Reading and Writing (Grw)	21,959	7	.70	.14	.61
Complexity: High	--	--	--	--	--
Complexity: Medium	489	2	.76	.24	.85
Complexity: Low	--	--	--	--	--
Comprehension Knowledge (Gc)	30,599	118	.87	.22	.68
Complexity: High	721	7	.75	.11	.74
Complexity: Medium	3,124	43	.86	.16	.83
Complexity: Low	1,267	28	.83	.22	.84
Domain Specific Knowledge (Gkn)	--	--	--	--	--
Complexity: High	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Complexity: Low	--	--	--	--	--
General Science Knowledge (Gkn—S)	265,609	347	.75	.11	.76
Complexity: High	5,043	22	.79	.13	.76
Complexity: Medium	126,766	165	.73	.10	.74
Complexity: Low	51,244	46	.76	.07	.79
c-Verbal Ability & Memory	--	--	--	--	--
Complexity: High	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Complexity: Low	--	--	--	--	--
c-Quantitative Reasoning (Gf) & Num.Facility	32,649	427	.79	.12	.80
Complexity: High	3,404	49	.72	.13	.73
Complexity: Medium	14,087	148	.77	.13	.78
Complexity: Low	14,163	217	.83	.10	.83
c-Fluid (Gf) & Visual Processing (Gv)	413	3	.74	.05	.74
Complexity: High	61	1	.70	--	.70
Complexity: Medium	352	2	.76	.04	.75
Complexity: Low	--	--	--	--	--
c-Lexical Knowledge (Gc) & Process. Speed (Gs)	2,856	38	.86	.19	.87
Complexity: High	--	--	--	--	--
Complexity: Medium	590	12	.81	.16	.85
Complexity: Low	211	4	.98	.28	.90

Note. *N* = number of subjects; *k* = number of samples; $\bar{u}_x$ = unweighted mean u-ratio; SD_{u_x} = unweighted standard deviation of u-ratios; ρ_{u_x}= sample-size weighted average u-ratio. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 72

u-Value Artifact Distributions for Predictive Validity Meta-Analyses (Incumbent Samples Only—All Moderators)

Construct	N	k	$\bar{u}_x$	SD_{u_x}	ρ_{u_x}
g	67,457	510	.73	.12	.72
Sample Type: USES	31,385	418	.73	.10	.74
Sample Type: Military	24,971	12	.65	.06	.68
Sample Type: Civilian	11,102	80	.77	.17	.78
Complexity: High	5,773	64	.71	.11	.71
Sample Type: USES	3,280	48	.70	.10	.70
Sample Type: Military	1,100	3	.67	.08	.67
Sample Type: Civilian	1,393	13	.75	.14	.76
Complexity: Medium	18,754	180	.73	.13	.75
Sample Type: USES	13,546	146	.73	.10	.75
Sample Type: Military	509	1	.62	--	.62
Sample Type: Civilian	4,699	33	.74	.20	.75
Complexity: Low	15,943	223	.73	.10	.73
Sample Type: USES	13,776	212	.73	.10	.74
Sample Type: Military	1,577	4	.68	.01	.68
Sample Type: Civilian	590	7	.75	.13	.74
Fluid (Gf)	273,099	397	.70	.14	.67
Sample Type: USES	777	13	.81	.12	.79
Sample Type: Military	262,011	322	.66	.09	.67
Sample Type: Civilian	10,311	62	.90	.17	.84
Complexity: High	7,931	30	.73	.12	.72
Sample Type: USES	--	--	--	--	--
Sample Type: Military	4,471	17	.65	.07	.65
Sample Type: Civilian	3,460	13	.84	.09	.82
Complexity: Medium	131,163	188	.69	.14	.66
Sample Type: USES	253	2	.85	.14	.79
Sample Type: Military	126,394	160	.65	.08	.65
Sample Type: Civilian	4,516	26	.93	.17	.83
Complexity: Low	50,335	57	.73	.09	.70
Sample Type: USES	524	11	.81	.12	.79
Sample Type: Military	49,667	42	.70	.05	.70
Sample Type: Civilian	144	4	.77	.14	.86
Short Term Memory (Gsm)	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: High	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--

Complexity: Medium	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Long Term Storage and Retrieval (Glr)	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: High	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Long Term Storage--Learning Eff. (Glr—LE)	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: High	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Long Term Storage--Retrieval Fluency (Glr—RF)	205	4	1.03	.06	1.03
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	205	4	1.03	.06	1.03
Complexity: High	74	1	1.05	--	1.05
Sample Type: USES	--	--	--	--	--

Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	74	1	1.05	--	1.05
Complexity: Medium	104	2	1.03	.11	1.02
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	104	2	1.03	.11	1.02
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Visual Processing (Gv)	37,345	474	.86	.11	.87
Sample Type: USES	31,490	420	.85	.11	.86
Sample Type: Military	469	1	.81	--	.81
Sample Type: Civilian	5,387	53	.94	.15	.94
Complexity: High	3,762	52	.85	.10	.85
Sample Type: USES	3,280	48	.85	.10	.86
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	482	4	.83	.04	.82
Complexity: Medium	15,577	166	.88	.12	.89
Sample Type: USES	13,546	146	.88	.11	.88
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	2,031	20	.91	.16	.91
Complexity: Low	14,592	226	.84	.11	.84
Sample Type: USES	13,881	214	.83	.10	.84
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	711	12	.99	.15	.94
Processing Speed (Gs)	68,394	615	.84	.14	.79
Sample Type: USES	31,489	420	.81	.10	.82
Sample Type: Military	23,765	11	.70	.08	.66
Sample Type: Civilian	13,140	184	.93	.18	.94
Complexity: High	3,983	58	.81	.10	.81
Sample Type: USES	3,280	48	.79	.09	.80
Sample Type: Military	121	1	.76	--	.76
Sample Type: Civilian	582	9	.91	.13	.85
Complexity: Medium	19,456	221	.82	.15	.83
Sample Type: USES	13,546	146	.80	.09	.83
Sample Type: Military	1,788	6	.70	.10	.71
Sample Type: Civilian	4,122	69	.89	.21	.91
Complexity: Low	16,867	258	.84	.11	.83
Sample Type: USES	13,880	214	.82	.10	.83
Sample Type: Military	949	2	.67	.05	.67
Sample Type: Civilian	2,038	42	.93	.14	.93
Acquired Knowledge	226	3	.59	.12	.57
Sample Type: USES	--	--	--	--	--
Sample Type: Military	83	1	.45	--	.45
Sample Type: Civilian	143	2	.65	.05	.64

Complexity: High	41	1	.69	--	.69
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	41	1	.69	--	.69
Complexity: Medium	83	1	.45	--	.45
Sample Type: USES	--	--	--	--	--
Sample Type: Military	83	1	.45	--	.45
Sample Type: Civilian	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Quantitative Ability (Gq)	262,308	323	.70	.08	.72
Sample Type: USES	--	--	--	--	--
Sample Type: Military	261,936	322	.70	.08	.72
Sample Type: Civilian	372	1	.70	--	.70
Complexity: High	4,471	17	.69	.05	.69
Sample Type: USES	--	--	--	--	--
Sample Type: Military	4,471	17	.69	.05	.69
Sample Type: Civilian	--	--	--	--	--
Complexity: Medium	126,690	161	.69	.07	.71
Sample Type: USES	--	--	--	--	--
Sample Type: Military	126,318	160	.69	.07	.71
Sample Type: Civilian	372	1	.70	--	.70
Complexity: Low	49,667	42	.75	.08	.77
Sample Type: USES	--	--	--	--	--
Sample Type: Military	49,667	42	.75	.08	.77
Sample Type: Civilian	--	--	--	--	--
Verbal Ability	273,634	747	.61	.13	.55
Sample Type: USES	31,385	418	.69	.10	.69
Sample Type: Military	240,986	320	.51	.08	.53
Sample Type: Civilian	1,264	9	.70	.09	.69
Complexity: High	7,875	66	.63	.12	.57
Sample Type: USES	3,280	48	.68	.09	.69
Sample Type: Military	4,471	17	.50	.11	.48
Sample Type: Civilian	124	1	.69	--	.69
Complexity: Medium	140,262	307	.60	.14	.53
Sample Type: USES	13,546	146	.70	.11	.71
Sample Type: Military	126,175	159	.50	.08	.51
Sample Type: Civilian	541	2	.76	.12	.70
Complexity: Low	63,830	259	.67	.11	.60
Sample Type: USES	13,776	212	.68	.10	.68
Sample Type: Military	49,667	42	.57	.07	.58
Sample Type: Civilian	387	5	.68	.10	.68
Reading and Writing (Grw)	21,959	7	.70	.14	.61
Sample Type: USES	--	--	--	--	--

Sample Type: Military	21,392	3	.58	.03	.61
Sample Type: Civilian	567	4	.79	.11	.86
Complexity: High	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Medium	489	2	.76	.24	.85
Sample Type: USES	--	--	--	--	--
Sample Type: Military	117	1	.59	--	.59
Sample Type: Civilian	372	1	.93	--	.93
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Comprehension Knowledge (Gc)	30,599	118	.87	.22	.68
Sample Type: USES	777	13	.70	.13	.71
Sample Type: Military	21,494	3	.54	.05	.59
Sample Type: Civilian	8,328	102	.91	.22	.90
Complexity: High	721	7	.75	.11	.74
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	721	7	.75	.11	.74
Complexity: Medium	3,124	43	.86	.16	.83
Sample Type: USES	253	2	.85	.14	.79
Sample Type: Military	219	1	.49	--	.49
Sample Type: Civilian	2,652	40	.87	.16	.86
Complexity: Low	1,267	28	.83	.22	.84
Sample Type: USES	524	11	.67	.11	.67
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	743	17	.94	.21	.95
Domain Specific Knowledge (Gkn)	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: High	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--

General Science Knowledge (Gkn—S)	265,609	347	.75	.11	.76
Sample Type: USES	--	--	--	--	--
Sample Type: Military	263,922	327	.73	.07	.76
Sample Type: Civilian	1,687	20	1.01	.20	.99
Complexity: High	5,043	22	.79	.13	.76
Sample Type: USES	--	--	--	--	--
Sample Type: Military	4,858	18	.74	.07	.75
Sample Type: Civilian	185	4	1.01	.14	1.03
Complexity: Medium	126,766	165	.73	.10	.74
Sample Type: USES	--	--	--	--	--
Sample Type: Military	126,341	160	.72	.07	.74
Sample Type: Civilian	425	5	1.07	.17	1.04
Complexity: Low	51,244	46	.76	.07	.79
Sample Type: USES	--	--	--	--	--
Sample Type: Military	51,244	46	.76	.07	.79
Sample Type: Civilian	--	--	--	--	--
c-Verbal Ability & Memory	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: High	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Medium	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
c-Quantitative Reasoning (Gf) & Number Facility	32,649	427	.79	.12	.80
Sample Type: USES	31,385	418	.79	.12	.80
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	1,264	9	.83	.08	.81
Complexity: High	3,404	49	.72	.13	.73
Sample Type: USES	3,280	48	.72	.13	.73
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	124	1	.74	--	.74
Complexity: Medium	14,087	148	.77	.13	.78
Sample Type: USES	13,546	146	.77	.13	.78
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	541	2	.84	.12	.78
Complexity: Low	14,163	217	.83	.10	.83
Sample Type: USES	13,776	212	.83	.10	.83

Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	387	5	.83	.07	.82
c-Fluid (Gf) & Visual Processing (Gv)	413	3	.74	.05	.74
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	413	3	.74	.05	.74
Complexity: High	61	1	.70	--	.70
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	61	1	.70	--	.70
Complexity: Medium	352	2	.76	.04	.75
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	352	2	.76	.04	.75
Complexity: Low	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
c-Lexical Knowledge (Gc) & Processing Speed (Gs)	2,856	38	.86	.19	.87
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	2,856	38	.86	.19	.87
Complexity: High	--	--	--	--	--
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	--	--	--	--	--
Complexity: Medium	590	12	.81	.16	.85
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	590	12	.81	.16	.85
Complexity: Low	211	4	.98	.28	.90
Sample Type: USES	--	--	--	--	--
Sample Type: Military	--	--	--	--	--
Sample Type: Civilian	211	4	.98	.28	.90

Note. *N* = number of subjects; *k* = number of samples; $\bar{u}_x$ = unweighted mean u-ratio; SD_{u_x} = unweighted standard deviation of u-ratios; ρ_{u_x}= sample-size weighted average u-ratio. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc = verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing.

Table 73

Criterion Reliability Artifact Distributions for Predictive Validity Meta-Analyses

Construct	N	k	$\bar{r}_{xx}$	$SD_{r_{xx}}$	$\bar{q}_x$	SD_{q_x}	$\rho_{r_{xx}}$	Source
Subjective—Supervisor Ratings	14,650	40	.68	.15	.72	.06	.52	VOS
Subjective—Peer Ratings	2,389	9	.44	.16	.66	.11	.42	VOS
Subjective—Self Ratings (CWB)	21,546	9	.78	.14	.88	.08	.68	Current Study
Objective—Job Knowledge Test	324,650	30	.83	.11	.91	.07	.84	Current Study
Objective—Work Sample Test	148,673	20	.69	.17	.82	.10	.64	Current Study
Objective—Production Record	1,236	4	.72	.05	.85	.03	.70	Current Study
Objective—Count Data	--	--	1.0	0.0	1.0	0.0	1.0	--

Note. VOS indicates values from Viswesvaran, Ones, & Schmidt (1996). Values for supervisor ratings and peer ratings are based on inter-rater reliability. Values for self-ratings of CWB, job knowledge test, and work samples tests are internal consistency reliability. Values for production records are test-retest reliability. The same reliability values (.52 and .42) were used for all performance facets included under the umbrella of supervisor ratings and peer ratings, in order to minimize the potential for second-order sampling error to impact results if finer cuts of the data were used.

Table 74

Summary Results for Correlations between Cognitive Abilities and Performance Determinants

Criterion	Job Knowledge Test				SR—Cognitive Det.				SR—Physical Det.			
Job Complexity	All	Hi	Med	Lo	All	Hi	Med	Lo	All	Hi	Med	Lo
g	.57	.70	.58	.57	.31	-.11	.31	.09				
Fluid/Information Processing Abilities												
Fluid Ability (Gf)	.60	.69	.63	.55	.35	.30	.43	.76	.36		.43	
Short Term Memory (Gsm)												
Long Term S&R--Learn. Eff. (Glr--LE)	.29		.29		.26		.26					
Long Term S&R--Ret. Fluency (Glr--RF)	.32		.32		.20		.20		.50		.50	
Visual Processing (Gv)	.43		.33	.54	.23		.24	-.10	.42		.43	
Auditory Processing (Ga)												
Processing Speed (Gs)	.44		.34	.46	.26	.33	.32	.24	.56		.58	
Reaction and Decision Speed (Gt)	.22			.22								
Crystallized Abilities												
Quantitative Ability (Gq)	.56	.68	.59	.51	.61		.64					
Verbal Ability	.57	.68	.60	.51	.39		.43	-.25				
Reading and Writing (Grw)	.68		.63		.31		-.10	.55				
Comprehension Knowledge (Gc)	.55		.44	-.45	.11	.19	.15		.15		.16	
Domain Spec. Knowledge--Sciences (Gkn--S)	.56	.61	.58	.52	.39	.45	.34		.29		.24	
Average (All Fluid/Info Processing)	.49	.69	.43	.55	.28	.30	.33		.36			
Average (Gf only)	.60	.69	.63	.55	.35	.30	.43		.36			
Average (All Crystallized)	.56	.66	.55	.52	.30		.24		.29			
Δ Gf - Crystallized Average	.04	.03	.08	.04	.05		.18		.07			

Note. Tabled values are meta-analytic ρ's. Values in gray are from small samples, defined as N<500 and k<3.

Table 75

Summary Results for Correlations between Cognitive Abilities and Task Performance

Criterion	Work Sample				Work Samp.-JKT Combn.				Production Record				SR—Task Performance			
Job Complexity	All	Hi	Med	Lo	All	Hi	Med	Lo	All	Hi	Med	Lo	All	Hi	Med	Lo
g	.25	.60	.29	.24	.52	.53	.55	.55	.22		.33	.23	.43	.51	.44	.42
Fluid/Information Processing Abilities																
Fluid Ability (Gf)	.54		.56	.59	.45	.52	.47	.42	-.02		.38	-.09	.34	.29	.36	.34
Short Term Memory (Gsm)	.45	.85	.44										.45	.43		.49
Long Term S&R--Learn. Eff. (Glr--LE)													.20		.21	
Long Term S&R--Ret. Fluency (Glr--RF)	.19		.19						.07				.22		.15	
Visual Processing (Gv)	.49	.28	.48	.54					.12		.13	.12	.27	.33	.24	.30
Auditory Processing (Ga)																
Processing Speed (Gs)	.35		.38	.25	.19	.14	.14	.27	.28		.28	.29	.33	.36	.32	.37
Reaction and Decision Speed (Gt)	.10	.44		.08					-.02							
Crystallized Abilities																
Quantitative Ability (Gq)	.58		.58		.43	.49	.42	.40					.35		.30	.77
Verbal Ability	.52			.64	.44	.56	.45	.43	.21		.26	.20	.39	.46	.40	.33
Reading and Writing (Grw)	.53		.58						.53				.27		.09	
Comprehension Knowledge (Gc)	.48		.47						.08		.18	-.03	.21	.04	.25	.02
Domain Spec. Knowledge--Sciences (Gkn--S)	.55	.75	.44	.57	.42	.55	.42	.40	.44				.27		.33	
Average (All Fluid/Info Processing)	.39		.40	.57	.32		.30		.13		.28	.21	.29	.32	.31	.33
Average (Gf only)	.54	.00	.56	.59	.45		.47		-.02	.00	.38	-.09	.34	.29	.36	.34
Average (All Crystallized)	.52		.46	.57	.43		.43		.14			.20	.30	.46	.33	.33
Δ Gf - Crystallized Average	.02	.00	.10	.03	.02		.04		-.17	.00	.38	-.30	.04	-.17	.03	.01

Note. Tabled values are meta-analytic ρ's. Values in gray are from small samples, defined as N<500 and k<3.

Table 76

Summary Results for Correlations between Cognitive Abilities and Overall Performance

Criterion	SR—Overall Perf.				SR—Overall—Compound				SR—Overall—Direct			
Job Complexity	All	Hi	Med	Lo	All	Hi	Med	Lo	All	Hi	Med	Lo
g	.34	.32	.33	.32	.29	.15	.31	.24	.35	.39	.31	.33
Fluid/Information Processing Abilities												
Fluid Ability (Gf)	.22	.29	.16	.30	.21	.24	.15	.16	.21	.29	.15	.32
Short Term Memory (Gsm)												
Long Term S&R--Learn. Eff. (Glr--LE)	.17		.18		.30		.30		.13		.15	
Long Term S&R--Ret. Fluency (Glr--RF)	.25	.29	.26						.24	.29	.26	
Visual Processing (Gv)	.22	.25	.19	.27	.28	.38	.24	-.18	.21	.24	.19	.28
Auditory Processing (Ga)	.10		.10						.10		.10	
Processing Speed (Gs)	.30	.38	.28	.38	.23	.15	.24	.40	.31	.43	.28	.38
Reaction and Decision Speed (Gt)												
Crystallized Abilities												
Quantitative Ability (Gq)	.10	.21	.10		.23		.24		.09	.21	.09	
Verbal Ability	.34	.38	.36	.32	.25	.07	.19	-.04	.35	.43	.41	.33
Reading and Writing (Grw)	.18	.33	.12	.15	.09		.12	.43	.28	.33		.27
Comprehension Knowledge (Gc)	.16	.29	.11	.32	.22	.29	.25	.40	.14	.32	.10	.33
Domain Spec. Knowledge--Sciences (Gkn--S)	.18	.20	.11	.33	.18	.16	.03		.16	.22	.11	.33
Average (All Fluid/Info Processing)	.25	.31	.22	.32	.24	.24	.21		.24	.32	.22	.33
Average (Gf only)	.22	.29	.16	.30	.21	.24	.15		.21	.29	.15	.32
Average (All Crystallized)	.19	.29	.16	.33	.19	.16	.16		.21	.32	.18	.33
Δ Gf - Crystallized Average	.03	.00	.00	-.03	.03	.08	-.01	.00	.01	-.03	-.02	-.01

Note. Tabled values are meta-analytic ρ's. Values in gray are from small samples, defined as N<500 and k<3.

Table 77

Summary Results for Correlations between Cognitive Abilities and CWB/OCB

Criterion	Objective—CWB*				SR--CWB				Self--CWB				SR--OCB			
Job Complexity	All	Hi	Med	Lo	All	Hi	Med	Lo	All	Hi	Med	Lo	All	Hi	Med	Lo
g	-.05		-.01	-.07	-.21	-.18	-.31	-.04	.16		.11		.15	.09	.26	-.05
Fluid/Information Processing Abilities																
Fluid Ability (Gf)	-.16		-.19		-.26	-.15	-.30		.19				.18	.07	.21	
Short Term Memory (Gsm)																
Long Term S&R--Learn. Eff. (Glr--LE)													.08		.10	
Long Term S&R--Ret. Fluency (Glr--RF)					-.11		-.11						.13		.13	
Visual Processing (Gv)					-.21		-.25	-.01					.12		.17	-.29
Auditory Processing (Ga)																
Processing Speed (Gs)	-.26			-.27	-.15	-.10	-.15	-.26					.21	.11	.21	.00
Reaction and Decision Speed (Gt)	-.15			-.15												
Crystallized Abilities																
Quantitative Ability (Gq)													.27			
Verbal Ability					-.33		-.32	-.34					-.08			-.08
Reading and Writing (Grw)													.14			
Comprehension Knowledge (Gc)	-.10		-.11		-.12	-.12	-.13		.16				.09	.16	.12	
Domain Spec. Knowledge--Sciences (Gkn--S)	-.08			-.07	-.29								.03		.25	

Note. Tabled values are meta-analytic ρ's. Values in gray are from small samples, defined as N<500 and k<3. *Objective indicators of CWB would be considered performance outcomes in the Campbell model of job performance.

Table 78

Summary Results for Correlations between Cognitive Abilities and Task Performance—Moderator Analysis by Sample Type

Job Complexity	All		Hi		Med		Low	
Sample Type	USES	Other	USES	Other	USES	Other	USES	Other
g	.48	.28	.60	.36	.49	.26	.43	.35
Fluid/Information Processing Abilities								
Fluid Ability (Gf)	.39	.31		.31	.58	.28	.29	.35
Short Term Memory (Gsm)		.45		.43				.49
Long Term S&R--Learn. Eff. (Glr--LE)		.20				.20		
Long Term S&R--Ret. Fluency (Glr--RF)		.22				.15		
Visual Processing (Gv)	.30	.15	.34		.27	.15	.31	.08
Auditory Processing (Ga)								
Processing Speed (Gs)	.37	.22	.37	.02	.36	.23	.38	.20
Reaction and Decision Speed (Gt)								
Crystallized Abilities								
Quantitative Ability (Gq)		.32				.29		.77
Verbal Ability	.40	.24	.49	-.04	.42	.21	.33	.25
Reading and Writing (Grw)		.17				.09		
Comprehension Knowledge (Gc)	.27	.18		.04	.44	.21	.19	-.14
Domain Spec. Knowledge--Sciences (Gkn--S)		.23				.30		
Average (All Fluid/Info Processing)	.33	.22	.36	.31	.31	.22	.34	
Average (Gf only)	.39	.31	.00	.31	.58	.28	.29	.35
Average (All Crystallized)	.40	.23	.49		.42	.24	.33	
Δ Gf - Crystallized Average		.08				.04		

Note. Tabled values are meta-analytic ρ's. Values in gray are from small samples, defined as N<500 and k<3.

Table 79

Summary Results for Correlations between Cognitive Abilities and Overall Performance—Moderator Analysis by Sample Type

Job Complexity	All		Hi		Med		Low	
Sample Type	USES	Other	USES	Other	USES	Other	USES	Other
g	.44	.26	.57	.31	.54	.24	.35	.27
Fluid/Information Processing Abilities								
Fluid Ability (Gf)	.31	.24		.32		.18	.31	.30
Short Term Memory (Gsm)								
Long Term S&R--Learn. Eff. (Glr--LE)		.18				.18		
Long Term S&R--Ret. Fluency (Glr--RF)		.25		.29		.26		
Visual Processing (Gv)	.29	.20	.26	.28	.38	.17	.24	.29
Auditory Processing (Ga)		.10				.10		
Processing Speed (Gs)	.42	.28	.49	.34	.37	.28	.41	.33
Reaction and Decision Speed (Gt)								
Crystallized Abilities								
Quantitative Ability (Gq)		.10		.21		.10		
Verbal Ability	.35	.32	.50	.14	.37	.34	.33	.28
Reading and Writing (Grw)		.17		.33		.12		.35
Comprehension Knowledge (Gc)	.58	.16		.29		.12	.60	.28
Domain Spec. Knowledge--Sciences (Gkn--S)		.18		.22		.11		.34
Average (All Fluid/Info Processing)	.36	.24		.31	.38	.22	.33	.31
Average (Gf only)	.31	.24		.32	.00	.18	.31	.30
Average (All Crystallized)	.35	.19		.26	.37	.16	.33	.31
Δ Gf - Crystallized Average		.05		.07		.02		-.01

Note. Tabled values are meta-analytic ρ's. Values in gray are from small samples, defined as N<500 and k<3.

Table 80.

Sensitivity Analysis—Comparing Present USES Results to Schmidt-Hunter

	Present Study					Schmidt-Hunter				
	$\bar{r}$	$\bar{u}_x$	$\bar{r}_{xx_a}$	$\bar{r}_{yy}$	ρ	$\bar{r}$	$\bar{u}_x$	$\bar{r}_{xx_a}$	$\bar{r}_{yy}$	ρ
Original Study Artifact Values										
High Complexity	.31	.70	.89	.53	.60	.32	.67	.81	.60	.68
Medium Complexity	.26	.75	.89	.53	.49	.28	.67	.81	.60	.62
Low Complexity	.22	.74	.89	.53	.43	.21	.67	.81	.60	.50
Substitute S-H Range Restriction Artifact Values										
High Complexity	.31	.67	.89	.53	.63	--	--	--	--	--
Medium Complexity	.26	.67	.89	.53	.56	--	--	--	--	--
Low Complexity	.22	.67	.89	.53	.48	--	--	--	--	--
Substitute S-H Predictor Reliability Artifact Values										
High Complexity	.31	.70	.81	.53	.65	--	--	--	--	--
Medium Complexity	.26	.75	.81	.53	.53	--	--	--	--	--
Low Complexity	.22	.74	.81	.53	.47	--	--	--	--	--
Substitute S-H Criterion Reliability Artifact Values										
High Complexity	.31	.70	.89	.60	.58	--	--	--	--	--
Medium Complexity	.26	.75	.89	.60	.46	--	--	--	--	--
Low Complexity	.22	.74	.89	.60	.41	--	--	--	--	--
Substitute All S-H Artifact Values										
High Complexity	.31	.67	.81	.60	.67	--	--	--	--	--
Medium Complexity	.26	.67	.81	.60	.59	--	--	--	--	--
Low Complexity	.22	.67	.81	.60	.52	--	--	--	--	--
Substitute Present Study Predictor Reliability Artifact Values										
High Complexity	--	--	--	--	--	.32	.67	.89	.60	.62
Medium Complexity	--	--	--	--	--	.28	.67	.89	.60	.56
Low Complexity	--	--	--	--	--	.21	.67	.89	.60	.44
Substitute All Present Study Artifact Values										
High Complexity	--	--	--	--	--	.32	.70	.89	.53	.62
Medium Complexity	--	--	--	--	--	.28	.75	.89	.53	.52
Low Complexity	--	--	--	--	--	.21	.74	.89	.53	.41

Note. Table compares effects of differences in artifact distribution values between present study and Schmidt-Hunter series of studies.

Table 81

Differences in ρ—Supervisor-Rated Task Performance vs. Supervisor-Rated Overall Performance

Comparison Type	No Control for Sample Type				Within Sample Type			
Job Complexity	All	Hi	Med	Lo	All	Hi	Med	Lo
g	.09	.19	.12	.10	.03	.05	-.02	.07
Fluid/Information Processing Abilities								
Fluid Ability (Gf)	.12	.00	.19	.04	.07	-.01	.10	.06
Short Term Memory (Gsm)								
Long Term S&R--Learn. Eff. (Glr--LE)					.02		.02	
Long Term S&R--Ret. Fluency (Glr--RF)	-.03				-.03		-.10	
Visual Processing (Gv)	.05	.08	.05	.03	-.02	.08	-.06	.01
Auditory Processing (Ga)								
Processing Speed (Gs)	.03	-.02	.04	-.01	-.06	-.11	-.03	-.06
Reaction and Decision Speed (Gt)								
Crystallized Abilities								
Quantitative Ability (Gq)	.25				.22		.18	
Verbal Ability	.04	.08	.04	.01	.02	-.01	.01	.00
Reading and Writing (Grw)	.09				.00			
Comprehension Knowledge (Gc)	.05		.13		.02		.09	
Domain Spec. Knowledge--Sciences (Gkn--S)	.09		.21		.05		.19	
Average (All Fluid/Info Processing)	.04	.02	.09	.02	.00	-.02	-.01	.00
Average (Gf only)	.12	.00	.19	.04	.07	-.01	.10	.06
Average (All Crystallized)	.10	.08	.13	.01	.06	-.01	.12	.00
Overall Average	**.08**	**.06**	**.11**	**.03**	**.03**	**.00**	**.04**	**.02**

Note. Tabled values are differences in meta-analytic ρs (supervisor-rated task performance ρ– supervisor-rated overall performance ρ). Only comparisons with at least N = 500 and k = 3 for both groups are shown. Left-hand columns are differences without controlling for sample type (i.e., between overall ρs without sample type as moderator), whereas right-hand columns are average differences within sample type (USES vs. No).

Table 82

Differences in ρ—by Age (over 40 vs. under 40) for USES samples

Criterion	SR—Task Performance				SR—Overall Performance			
Job Complexity	All	Hi	Med	Lo	All	Hi	Med	Lo
g	.01	-.10	.05	-.05	-.13			-.01
Fluid/Information Processing Abilities								
Fluid Ability (Gf)	-.07				.14			
Short Term Memory (Gsm)								
Long Term S&R--Learn. Eff. (Glr--LE)								
Long Term S&R--Ret. Fluency (Glr--RF)								
Visual Processing (Gv)	.04	-.06	.12	-.11	-.07			.02
Auditory Processing (Ga)								
Processing Speed (Gs)	.08	.12	.09	-.01	.05			.02
Reaction and Decision Speed (Gt)								
Crystallized Abilities								
Quantitative Ability (Gq)								
Verbal Ability	.00	-.02	-.01	-.04	.00			.09
Reading and Writing (Grw)								
Comprehension Knowledge (Gc)								
Domain Spec. Knowledge--Sciences (Gkn--S)								
Average (All Fluid)	.01	.03	.10	-.06	.04			.02
Average (Gf only)	-.07				.14			
Average (All Crystallized)	.00	-.02	-.01	-.04	.00			.09
Overall Average	**.01**	**-.01**	**.06**	**-.05**	**.00**			**.03**

Note. Tabled values are differences in meta-analytic ρs (40 and over ρ– under 40 ρ). Only comparisons with at least N = 500 and k = 3 for both groups are shown. Only USES samples provided large amounts of data for over-40 populations, and so comparisons are limited to this group.

Table 83

Summary of Results for Research Questions Examined

Research Question	Previous Meta-Analytic Findings	Current Study
1. Do tests classified together in the Stanek-Ones taxonomy correlate highly with each other?	None	Yes, in general. Across all ability factors, the average correlation between tests assigned to the same factor by the Stanek-Ones compendium was ρ = .78. For a small number of factors, correlations between tests was below ρ = .60.
2. What is the magnitude of correlation between different third-stratum cognitive abilities? Are the any systemic patterns?	None	The average correlation between third-stratum abilities included in the Stanek-Ones compendium was ρ = .56. The Stanek-Ones taxonomy also classifies third-stratum abilities into second-stratum factors based on the CHC taxonomy. When adopting this classification scheme and treating third-stratum factors as "tests" to be evaluated using MTMM methodology, convergent validity is on average .12 points higher than divergent validity. A notable exception occurred for Long-Term Storage and Retrieval (Glr), where convergent validity was lower than divergent validity. Convergent validity was also low ($\bar{\rho}$ = .51) for Visual Processing (Gv).
3. What is the factor structure of third-stratum ("narrow") cognitive abilities?	None	Exploratory factor analysis was used to examine factor structure. EFA was used rather than CFA to let data "speak for itself" as much as possible. Results from EFA frequently accorded with predictions based on CHC taxonomy. A notable exception occurred for abilities from the Quantitative Knowledge (Gq) factor in the CHC taxonomy. These abilities were grouped with fluid abilities, rather than other crystallized ability factors.
4. How do broad (2nd order) factors identified through Research Question 3 relate to each other? That is—what is the factor structure of abilities at this stratum?	None	The CHC taxonomy was used as an organizing framework for this question, due to results discussed above. The *g* factor, which accounted for meaningful variance (see below), was obtained. A 3-factor solution below *g* produced fluid, crystallized, and processing speed/auditory processing factors.
5. How does the g saturation of cognitive ability correlations change across the lifespan, when correlations are computed within age cohorts?	None	*g* saturation remains stable across the lifespan. The first factor from an unrotated factor analysis consistently accounts for roughly 50% of the shared variance between cognitive abilities.

6. What is the size of correlation between g and overall job performance when an updated, comprehensive set of studies is added to the Schmidt et al. (2008) GATB validity database?	Schmidt et al. (2008) report ρ = .68 for high complexity jobs, ρ = .62 for medium complexity jobs, ρ = .50 for low complexity jobs.	Criteria were categorized based on item content with input from SME in this domain. When using this approach, the majority of studies in the GATB database use *task performance* as the criterion, not *overall performance* as indicated by Schmidt et al. (2008). Adding a comprehensive set of studies to Schmidt et al.'s (2008) GATB database produces updated estimates of ρ = .32 for high complexity jobs, ρ = .33 for medium complexity jobs, ρ = .30 for low complexity jobs. Validities are higher for overall performance criteria in the GATB database—ρ = .57 for high complexity jobs, ρ = .54 for medium complexity jobs, ρ = .35 for low complexity jobs.
7. What is the size of correlation between g and the various sub-facets of performance contained in the Campbell (Campbell & Wiernik, 2015) job performance model?	Task performance rarely separated from overall performance when estimating criterion-related validities (e.g., Salgado et al., 2003; Schmidt et al., 2008). Gonzalez-Mule et al. (2014) report modest (0 to roughly .20 absolute value) correlations between *g*, OCB and CWB.	Across task performance criteria, correlations are generally above ρ = .40. For supervisor ratings of task performance, correlations are ρ = .51 for high complexity jobs, ρ = .44 for medium complexity jobs, ρ = .42 for low complexity jobs when using the entire meta-analytic database. Validities are higher in the GATB database—ρ = .60 for high complexity jobs, ρ = .49 for medium complexity jobs, ρ = .43 for low complexity jobs. For CWB and OCB, correlations are modest (0 to roughly .20 absolute value for ρ).
8. Do fluid abilities or crystallized abilities produce higher predictive validities across the job performance criteria contained in the Campbell (Campbell & Wiernik, 2015) model?	Postlewaithe (2011) reported correlations of ρ = .23 for fluid ability (Gf) and ρ = .54 for crystallized ability for a criterion that was an admixture of different job performance facets. Only results for medium complexity jobs are reported here—analyses for other job complexity levels had less than 3 studies and fewer than 300 employees total for fluid ability.	Only overall performance and task performance criteria produced more than a small number of samples to examine this question. As such, focus is limited to these criteria. On average across criteria and job complexity levels Fluid Ability (Gf) produced correlations that were only .03 points higher than those found for crystallized abilities.
9. Are there particular types of fluid or crystallized abilities that have especially high predictive validities?	None—this question was not examined by Postlewaithe (2011)	No major differences between crystallized abilities. Fluid Ability (Gf) produced higher correlations than other fluid abilities (e.g., Visual Processing [Gv]).
10. Are there any ability factors that are especially predictive for older workers in selection settings?	None	Small number of samples above age 40 limits conclusions. No notable differences observed where data was available.

APPENDIX I:
COMPLETE RESULTS FROM PREDICTIVE VALIDITY META-ANALYSES

Table A1

Predictive Validity for *g* and Performance Determinants

Criterion	*N*	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	159,228	107	.42	.06	**.54**	.06	.52-.56	.46-.61	**.56**	.06	.51	**.57**	.06	.55-.59	**.60**	.07
Simple Moderator Analyses																
Complexity: High	1,012	5	.62	.07	**.70**	.03	.61-.79	.66-.75	**.74**	.03	.62	**.70**	.03	.61-.79	**.74**	.03
Complexity: Medium	30,852	55	.51	.09	**.58**	.08	.54-.61	.47-.68	**.60**	.09	.52	**.58**	.08	.54-.61	**.60**	.09
Complexity: Low	49,154	22	.52	.05	**.58**	.04	.55-.61	.52-.63	**.61**	.04	.52	**.57**	.04	.55-.60	**.60**	.04
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	159,099	106	.42	.06	**.54**	.06	.52-.56	.46-.61	**.56**	.06	.51	**.57**	.07	.55-.59	**.60**	.07
Sample Type: Civilian	129	1	.47	--	**.63**	--	.47-.76	-----	**.65**	--	.47	**.63**	--	.47-.76	**.65**	--
Age: Below 40	1,961	6	.37	.07	**.57**	.06	.49-.64	.49-.65	**.58**	.06	.37	**.56**	.00	.48-.63	**.57**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	152,245	95	.42	.06	**.53**	.05	.51-.55	.46-.60	**.55**	.06	.51	**.57**	.06	.55-.58	**.59**	.07
Clerical Job: Yes	6,983	12	.55	.09	**.62**	.08	.54-.69	.51-.72	**.65**	.08	.55	**.62**	.07	.55-.68	**.65**	.08
Context: Research	8,175	19	.48	.09	**.67**	.09	.60-.72	.55-.79	**.69**	.10	.53	**.69**	.08	.63-.75	**.71**	.08
Context: Admin.	148,801	79	.42	.05	**.53**	.04	.51-.54	.48-.57	**.55**	.04	.51	**.56**	.05	.54-.58	**.59**	.06
Hierarchical Moderator Analysis																
Complexity: High	1,012	5	.62	.07	**.70**	.03	.61-.79	.66-.75	**.74**	.03	.62	**.70**	.03	.61-.79	**.74**	.03
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,012	5	.62	.07	**.70**	.03	.61-.79	.66-.75	**.74**	.03	.62	**.70**	.03	.61-.79	**.74**	.03
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,012	5	.62	.07	**.70**	.03	.61-.79	.66-.75	**.74**	.03	.62	**.70**	.03	.61-.79	**.74**	.03
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	387	1	.69	--	**.76**	--	.69-.83	-----	**.80**	--	.69	**.76**	--	.69-.83	**.80**	--
Context: Admin.	625	4	.54	.02	**.62**	.00	.57-.67	.62-.62	**.65**	.00	.54	**.62**	.00	.57-.67	**.65**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	30,852	55	.51	.09	**.58**	.08	.54-.61	.47-.68	**.60**	.09	.52	**.58**	.08	.54-.61	**.60**	.09

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	30,723	54	.51	.09	**.58**	.08	.54-.61	.47-.68	**.60**	.09	.51	**.58**	.08	.54-.61	**.60**	.09
Age: Below 40	815	3	.35	.09	**.54**	.08	.41-.66	.43-.65	**.56**	.09	.35	**.54**	.08	.41-.66	**.56**	.09
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	23,740	42	.50	.10	**.56**	.08	.52-.60	.45-.67	**.59**	.09	.50	**.56**	.08	.52-.60	**.59**	.09
Clerical Job: Yes	6,983	12	.55	.09	**.62**	.08	.54-.69	.51-.72	**.65**	.08	.55	**.62**	.08	.54-.69	**.65**	.08
Context: Research	2,366	6	.40	.07	**.60**	.06	.53-.66	.53-.68	**.62**	.06	.40	**.60**	.06	.54-.67	**.62**	.06
Context: Admin.	27,409	45	.52	.09	**.57**	.08	.54-.60	.46-.68	**.60**	.09	.52	**.57**	.08	.54-.60	**.60**	.09
Sample Type: Civilian	129	1	.47	--	**.65**	--	.49-.78	-----	**.67**	--	.47	**.65**	--	.49-.78	**.67**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	129	1	.47	--	**.65**	--	.49-.78	-----	**.67**	--	.47	**.65**	--	.49-.78	**.67**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	49,154	22	.52	.05	**.58**	.04	.55-.61	.52-.63	**.61**	.04	.52	**.57**	.04	.55-.60	**.60**	.04
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	49,154	22	.52	.05	**.58**	.04	.55-.61	.52-.63	**.61**	.04	.52	**.58**	.04	.55-.60	**.60**	.04
Age: Below 40	368	1	.46	--	**.67**	--	.58-.75	-----	**.69**	--	.46	**.67**	--	.58-.75	**.69**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	49,154	22	.52	.05	**.58**	.04	.55-.61	.52-.63	**.61**	.04	.52	**.58**	.04	.55-.60	**.60**	.04
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,345	8	.60	.07	**.74**	.06	.66-.81	.67-.81	**.77**	.06	.63	**.76**	.05	.69-.82	**.79**	.05
Context: Admin.	45,441	13	.52	.03	**.57**	.01	.55-.59	.55-.58	**.60**	.01	.52	**.57**	.01	.55-.59	**.60**	.01
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	1,791	15	.21	.17	**.38**	.22	.23-.52	.10-.66	**.39**	.23	.22	**.38**	.24	.22-.53	**.40**	.25
Simple Moderator Analyses																
Complexity: High	30	1	-.06	--	**-.11**	--	-.71-.54	-----	**-.12**	--	-.06	**-.11**	--	-.71-.54	**-.12**	--
Complexity: Medium	846	5	.16	.14	**.30**	.17	.07-.50	.08-.52	**.31**	.18	.15	**.28**	.20	.03-.51	**.29**	.21
Complexity: Low	76	1	.05	--	**.09**	--	-.34-.50	-----	**.09**	--	.05	**.09**	--	-.34-.50	**.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.19	--	**.39**	--	-.08-.74	-----	**.40**	--	.19	**.39**	--	-.08-.74	**.40**	--
Sample Type: Civilian	1,722	14	.21	.18	**.38**	.23	.22-.52	.09-.67	**.39**	.24	.22	**.38**	.24	.21-.54	**.40**	.25

Age: Below 40	676	5	.17	.15	**.32**	.18	.08-.53	.09-.55	**.33**	.19	.14	**.26**	.30	-.09-.57	**.27**	.30
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,290	11	.19	.18	**.35**	.25	.16-.53	.03-.67	**.36**	.26	.19	**.35**	.29	.13-.54	**.36**	.30
Clerical Job: Yes	501	4	.26	.15	**.42**	.12	.20-.63	.27-.58	**.44**	.12	.26	**.42**	.12	.20-.63	**.44**	.12
Context: Research	1,207	10	.22	.18	**.38**	.24	.18-.56	.07-.68	**.39**	.25	.22	**.39**	.27	.17-.58	**.40**	.28
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	285	4	.44	.15	**.71**	.00	.50-.87	.71-.71	**.74**	.00	.44	**.71**	.00	.50-.87	**.74**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	285	4	.44	.15	**.71**	.00	.50-.87	.71-.71	**.74**	.00	.44	**.71**	.00	.50-.87	**.74**	.00
Age: Below 40	72	1	.31	--	**.54**	--	.19-.81	-----	**.56**	--	.31	**.54**	--	.19-.81	**.56**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	285	4	.44	.15	**.71**	.00	.51-.88	.71-.71	**.74**	.00	.44	**.71**	.00	.51-.88	**.74**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	285	4	.44	.15	**.70**	.00	.50-.87	.70-.70	**.73**	.00	.44	**.70**	.00	.50-.87	**.73**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	1,506	11	.18	.13	**.32**	.15	.18-.45	.12-.51	**.33**	.16	.17	**.31**	.17	.16-.45	**.32**	.18
Simple Moderator Analyses																
Complexity: High	30	1	-.06	--	**-.11**	--	-.71-.54	-----	**-.12**	--	-.06	**-.11**	--	-.71-.54	**-.12**	--
Complexity: Medium	846	5	.17	.12	**.32**	.13	.12-.51	.15-.49	**.33**	.14	.16	**.31**	.16	.08-.51	**.32**	.17
Complexity: Low	76	1	.05	--	**.09**	--	-.34-.50	-----	**.09**	--	.05	**.09**	--	-.34-.50	**.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.19	--	**.39**	--	-.08-.74	-----	**.40**	--	.19	**.39**	--	-.08-.74	**.40**	--
Sample Type: Civilian	1,437	10	.18	.14	**.31**	.17	.16-.46	.10-.53	**.33**	.17	.17	**.31**	.18	.15-.46	**.32**	.19
Age: Below 40	604	4	.16	.15	**.29**	.20	.02-.53	.03-.54	**.30**	.21	.09	**.16**	.32	-.24-.53	**.17**	.33
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,005	7	.13	.11	**.25**	.12	.09-.39	.10-.40	**.26**	.12	.11	**.21**	.12	.04-.37	**.21**	.13
Clerical Job: Yes	501	4	.26	.15	**.42**	.12	.20-.63	.27-.58	**.44**	.12	.26	**.42**	.12	.20-.63	**.44**	.12

Context: Research	922	6	.16	.12	**.28**	.13	.11-.44	.11-.45	**.29**	.14	.15	**.26**	.16	.06-.44	**.27**	.16
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	876	6	.15	.08	**.27**	.00	.15-.38	.27-.27	**.28**	.00	.13	**.23**	.00	.10-.36	**.24**	.00
Simple Moderator Analyses																
Complexity: High	30	1	-.12	--	**-.23**	--	-.77-.44	-----	**-.23**	--	-.12	**-.23**	--	-.77-.44	**-.23**	--
Complexity: Medium	687	3	.18	.05	**.34**	.00	.23-.43	.34-.34	**.35**	.00	.17	**.32**	.00	.21-.43	**.33**	.00
Complexity: Low	76	1	.03	--	**.06**	--	-.37-.47	-----	**.06**	--	.03	**.06**	--	-.37-.47	**.06**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.19	--	**.39**	--	-.08-.74	-----	**.40**	--	.19	**.39**	--	-.08-.74	**.40**	--
Sample Type: Civilian	807	5	.14	.09	**.26**	.00	.12-.39	.26-.26	**.27**	.00	.13	**.23**	.00	.08-.37	**.24**	.00
Age: Below 40	570	3	.18	.09	**.33**	.00	.15-.50	.33-.33	**.34**	.00	.15	**.27**	.07	-.02-.54	**.28**	.07
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	793	5	.15	.09	**.28**	.00	.14-.41	.28-.28	**.29**	.00	.13	**.24**	.00	.08-.39	**.25**	.00
Clerical Job: Yes	83	1	.11	--	**.18**	--	-.17-.52	-----	**.19**	--	.11	**.18**	--	-.17-.52	**.19**	--
Context: Research	763	4	.16	.07	**.29**	.00	.17-.40	.29-.29	**.30**	.00	.15	**.26**	.00	.14-.38	**.27**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	736	7	.19	.19	**.34**	.25	.09-.56	.01-.66	**.35**	.26	.19	**.34**	.25	.09-.56	**.35**	.26
Simple Moderator Analyses																
Complexity: High	30	1	.00	--	**.00**	--	-.63-.63	-----	**.00**	--	.00	**.00**	--	-.63-.63	**.00**	--
Complexity: Medium	159	2	.14	.34	**.26**	.58	-.59-.90	-.49-1.00	**.27**	.60	.14	**.26**	.58	-.59-.90	**.27**	.60
Complexity: Low	76	1	.06	--	**.12**	--	-.32-.52	-----	**.12**	--	.06	**.12**	--	-.32-.52	**.12**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	736	7	.19	.19	**.34**	.25	.09-.56	.01-.66	**.35**	.26	.19	**.34**	.25	.09-.56	**.35**	.26
Age: Below 40	64	2	-.17	.23	**-.31**	.23	-.77-.27	-.61--.02	**-.32**	.23	-.17	**-.31**	.23	-.77-.27	**-.32**	.23
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	318	4	.05	.16	**.10**	.20	-.19-.37	-.16-.35	**.10**	.21	.05	**.10**	.20	-.19-.37	**.10**	.21
Clerical Job: Yes	418	3	.29	.14	**.47**	.10	.21-.69	.34-.60	**.49**	.11	.29	**.47**	.10	.21-.69	**.49**	.11
Context: Research	235	3	.11	.25	**.20**	.37	-.29-.63	-.28-.67	**.20**	.39	.11	**.20**	.37	-.29-.63	**.20**	.39
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	147	1	-.04	--	**-.07**	--	-.36-.22	-----	**-.08**	--	-.04	**-.07**	--	-.36-.22	**-.08**	--

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	147	1	-.04	--	**-.08**	--	-.38-.23	-----	**-.08**	--	-.04	**-.08**	--	-.38-.23	**-.08**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	147	1	-.04	--	**-.07**	--	-.36-.22	-----	**-.08**	--	-.04	**-.07**	--	-.36-.22	**-.08**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	147	1	-.04	--	**-.07**	--	-.36-.22	-----	**-.08**	--	-.04	**-.07**	--	-.36-.22	**-.08**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	147	1	-.04	--	**-.07**	--	-.35-.22	-----	**-.07**	--	-.04	**-.07**	--	-.35-.22	**-.07**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	147	1	-.04	--	**-.07**	--	-.36-.22	-----	**-.08**	--	-.04	**-.07**	--	-.36-.22	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	147	1	-.04	--	**-.08**	--	-.38-.23	-----	**-.08**	--	-.04	**-.08**	--	-.38-.23	**-.08**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	147	1	-.04	--	**-.07**	--	-.36-.22	-----	**-.08**	--	-.04	**-.07**	--	-.36-.22	**-.08**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	147	1	-.04	--	**-.07**	--	-.36-.22	-----	**-.08**	--	-.04	**-.07**	--	-.36-.22	**-.08**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	147	1	-.04	--	**-.07**	--	-.35-.22	-----	**-.07**	--	-.04	**-.07**	--	-.35-.22	**-.07**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	192	2	.09	.04	**.18**	.00	.07-.28	.18-.18	**.18**	.00	.09	**.18**	.00	.07-.28	**.18**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	127	1	.07	--	**.15**	--	-.22-.48	-----	**.15**	--	.07	**.15**	--	-.22-.48	**.15**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	192	2	.09	.04	**.18**	.00	.07-.28	.18-.18	**.18**	.00	.09	**.18**	.00	.07-.28	**.18**	.00
Age: Below 40	127	1	.07	--	**.14**	--	-.21-.47	-----	**.14**	--	.07	**.14**	--	-.25-.51	**.14**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	192	2	.09	.04	**.18**	.00	.07-.29	.18-.18	**.19**	.00	.09	**.18**	.00	.07-.29	**.19**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	192	2	.09	.04	**.17**	.00	.07-.28	.17-.17	**.18**	.00	.09	**.17**	.00	.07-.28	**.18**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	192	2	.09	.04	**.18**	.00	.07-.28	.18-.18	**.18**	.00	.09	**.18**	.00	.07-.28	**.18**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	127	1	.07	--	**.15**	--	-.22-.48	-----	**.15**	--	.07	**.15**	--	-.22-.48	**.15**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	192	2	.09	.04	**.18**	.00	.07-.28	.18-.18	**.18**	.00	.09	**.18**	.00	.07-.28	**.18**	.00
Age: Below 40	127	1	.07	--	**.14**	--	-.21-.47	-----	**.14**	--	.07	**.14**	--	-.25-.51	**.14**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	192	2	.09	.04	**.18**	.00	.07-.29	.18-.18	**.19**	.00	.09	**.18**	.00	.07-.29	**.19**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	192	2	.09	.04	**.17**	.00	.07-.28	.17-.17	**.18**	.00	.09	**.17**	.00	.07-.28	**.18**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	192	2	.07	.06	**.14**	.00	-.03-.30	.14-.14	**.14**	.00	.07	**.14**	.00	-.03-.30	**.14**	.00

Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	127	1	.04	--	**.08**	--	-.28-.43	-----	**.09**	--	.04	**.08**	--	-.28-.43	**.09**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	192	2	.07	.06	**.14**	.00	-.03-.30	.14-.14	**.14**	.00	.07	**.14**	.00	-.03-.30	**.14**	.00
Age: Below 40	127	1	.04	--	**.08**	--	-.27-.42	-----	**.08**	--	.04	**.08**	--	-.31-.46	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	192	2	.07	.06	**.14**	.00	-.03-.30	.14-.14	**.15**	.00	.07	**.14**	.00	-.03-.30	**.15**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	192	2	.07	.06	**.14**	.00	-.03-.29	.14-.14	**.14**	.00	.07	**.14**	.00	-.03-.29	**.14**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	127	1	.10	--	**.20**	--	-.14-.51	-----	**.20**	--	.10	**.20**	--	-.14-.51	**.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	127	1	.10	--	**.21**	--	-.15-.53	-----	**.22**	--	.10	**.21**	--	-.15-.53	**.22**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	127	1	.10	--	**.20**	--	-.14-.51	-----	**.20**	--	.10	**.20**	--	-.14-.51	**.20**	--
Age: Below 40	127	1	.10	--	**.20**	--	-.15-.52	-----	**.21**	--	.10	**.20**	--	-.19-.55	**.21**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	127	1	.10	--	**.20**	--	-.14-.51	-----	**.21**	--	.10	**.20**	--	-.14-.51	**.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	127	1	.10	--	**.19**	--	-.14-.50	-----	**.20**	--	.10	**.19**	--	-.14-.50	**.20**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A2

Predictive Validity for *g* and Task Performance

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	52,080	43	.20	.08	**.26**	.09	.22-.31	.15-.38	**.28**	.10	.19	**.25**	.09	.21-.30	**.26**	.10
Simple Moderator Analyses																
Complexity: High	544	2	.48	.20	**.60**	.22	.25-.95	.32-.89	**.64**	.23	.48	**.60**	.22	.25-.95	**.64**	.23
Complexity: Medium	9,836	16	.21	.07	**.31**	.06	.25-.37	.23-.38	**.32**	.06	.20	**.29**	.04	.23-.35	**.30**	.05
Complexity: Low	39,883	16	.19	.08	**.24**	.09	.17-.31	.12-.36	**.25**	.10	.19	**.24**	.09	.17-.31	**.25**	.10
Sample Type: USES	114	2	.14	.08	**.25**	.00	.04-.45	.25-.25	**.27**	.00	.14	**.25**	.00	.04-.45	**.27**	.00
Sample Type: Military	51,886	40	.20	.08	**.26**	.09	.22-.31	.15-.38	**.27**	.10	.20	**.26**	.09	.22-.31	**.27**	.10
Sample Type: Civilian	80	1	.37	--	**.57**	--	.30-.80	-----	**.59**	--	.37	**.57**	--	.30-.80	**.59**	--
Age: Below 40	1,737	8	.31	.07	**.54**	.00	.47-.61	.54-.54	**.56**	.00	.31	**.54**	.00	.42-.64	**.55**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	50,703	39	.19	.08	**.26**	.09	.21-.30	.14-.37	**.27**	.10	.19	**.25**	.09	.20-.29	**.26**	.10
Clerical Job: Yes	1,377	4	.32	.02	**.50**	.00	.43-.56	.50-.50	**.51**	.00	.31	**.47**	.00	.39-.55	**.49**	.00
Context: Research	7,472	21	.31	.07	**.49**	.05	.43-.56	.43-.56	**.51**	.05	.36	**.54**	.00	.47-.61	**.56**	.00
Context: Admin.	41,884	9	.18	.03	**.22**	.02	.20-.25	.20-.25	**.23**	.02	.18	**.22**	.02	.20-.25	**.23**	.02
Hierarchical Moderator Analysis																
Complexity: High	544	2	.48	.20	**.60**	.22	.25-.95	.32-.89	**.64**	.23	.48	**.60**	.22	.25-.95	**.64**	.23
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	544	2	.48	.20	**.60**	.22	.25-.95	.32-.89	**.64**	.23	.48	**.60**	.22	.25-.95	**.64**	.23
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	544	2	.48	.20	**.60**	.22	.25-.95	.32-.89	**.64**	.23	.48	**.60**	.22	.25-.95	**.64**	.23
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	387	1	.55	--	**.69**	--	.56-.81	-----	**.72**	--	.55	**.69**	--	.56-.81	**.72**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	9,836	16	.21	.07	**.31**	.06	.25-.37	.23-.38	**.32**	.06	.20	**.29**	.04	.23-.35	**.30**	.05

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	9,836	16	.21	.07	**.31**	.06	.25-.37	.23-.38	**.32**	.06	.21	**.31**	.06	.25-.37	**.32**	.06
Age: Below 40	1,175	4	.34	.05	**.58**	.00	.51-.65	.58-.58	**.60**	.00	.34	**.58**	.00	.51-.65	**.60**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,539	13	.19	.06	**.28**	.05	.22-.34	.21-.34	**.29**	.05	.19	**.28**	.05	.22-.34	**.29**	.05
Clerical Job: Yes	1,297	3	.31	.02	**.49**	.00	.42-.57	.49-.49	**.51**	.00	.31	**.49**	.00	.42-.57	**.51**	.00
Context: Research	2,297	5	.24	.08	**.44**	.09	.33-.55	.32-.56	**.45**	.10	.25	**.45**	.09	.33-.55	**.46**	.09
Context: Admin.	5,968	5	.17	.05	**.21**	.04	.14-.27	.16-.26	**.22**	.04	.17	**.21**	.04	.14-.27	**.22**	.04
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	39,883	16	.19	.08	**.24**	.09	.17-.31	.12-.36	**.25**	.10	.19	**.24**	.09	.17-.31	**.25**	.10
Sample Type: USES	57	1	.08	--	**.14**	--	-.34-.58	-----	**.15**	--	.08	**.14**	--	-.34-.58	**.15**	--
Age: Below 40	57	1	.08	--	**.14**	--	-.34-.58	-----	**.15**	--	.08	**.14**	--	-.34-.58	**.15**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	57	1	.08	--	**.14**	--	-.34-.58	-----	**.15**	--	.08	**.14**	--	-.34-.58	**.15**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	57	1	.08	--	**.14**	--	-.34-.58	-----	**.15**	--	.08	**.14**	--	-.34-.58	**.15**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	39,746	14	.19	.08	**.24**	.09	.17-.31	.12-.36	**.25**	.10	.19	**.24**	.09	.17-.31	**.25**	.10
Age: Below 40	368	1	.27	--	**.49**	--	.33-.62	-----	**.50**	--	.27	**.49**	--	.33-.62	**.50**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	39,746	14	.19	.08	**.24**	.09	.17-.31	.12-.36	**.25**	.10	.19	**.24**	.09	.17-.31	**.25**	.10
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,355	8	.37	.08	**.52**	.05	.40-.62	.45-.58	**.54**	.05	.42	**.57**	.01	.46-.68	**.60**	.01
Context: Admin.	35,916	4	.18	.03	**.22**	.02	.19-.26	.20-.25	**.24**	.02	.18	**.22**	.02	.19-.26	**.24**	.02
Sample Type: Civilian	80	1	.37	--	**.60**	--	.31-.82	-----	**.62**	--	.37	**.60**	--	.31-.82	**.62**	--
Age: Below 40	80	1	.37	--	**.60**	--	.31-.82	-----	**.62**	--	.37	**.60**	--	.31-.82	**.62**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	80	1	.37	--	**.60**	--	.31-.82	-----	**.62**	--	.37	**.60**	--	.31-.82	**.62**	--
Context: Research	80	1	.37	--	**.60**	--	.31-.82	-----	**.62**	--	.37	**.60**	--	.31-.82	**.62**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	66,343	77	.32	.06	**.52**	.07	.50-.54	.43-.61	**.53**	.07	.31	**.52**	.11	.49-.55	**.53**	.11
Simple Moderator Analyses																

Complexity: High	38,747	8	.31	.01	**.53**	.00	.52-.54	.53-.53	**.54**	.00	.31	**.53**	.00	.45-.60	**.54**	.00
Complexity: Medium	18,278	45	.34	.09	**.55**	.10	.52-.59	.43-.68	**.56**	.10	.33	**.55**	.11	.50-.58	**.56**	.11
Complexity: Low	10,543	11	.40	.14	**.64**	.16	.53-.73	.44-.84	**.65**	.16	.33	**.55**	.11	.44-.64	**.56**	.11
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	66,343	77	.32	.06	**.52**	.07	.50-.54	.43-.61	**.53**	.07	.31	**.52**	.11	.49-.55	**.53**	.11
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	59,799	68	.32	.06	**.52**	.07	.50-.54	.43-.61	**.53**	.07	.31	**.52**	.11	.48-.55	**.53**	.12
Clerical Job: Yes	6,662	10	.32	.07	**.53**	.07	.47-.58	.43-.62	**.54**	.07	.33	**.54**	.03	.47-.60	**.55**	.03
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	66,343	77	.32	.06	**.52**	.07	.50-.54	.43-.61	**.53**	.07	.32	**.52**	.11	.49-.55	**.53**	.11
Hierarchical Moderator Analysis																
Complexity: High	38,747	8	.31	.01	**.53**	.00	.52-.54	.53-.53	**.54**	.00	.31	**.53**	.00	.45-.60	**.54**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	38,747	8	.31	.01	**.53**	.00	.52-.54	.53-.53	**.54**	.00	.31	**.53**	.00	.46-.60	**.54**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	38,747	8	.31	.01	**.53**	.00	.52-.54	.53-.53	**.54**	.00	.31	**.53**	.00	.46-.60	**.54**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	38,747	8	.31	.01	**.53**	.00	.52-.54	.53-.53	**.54**	.00	.31	**.53**	.00	.45-.60	**.54**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	18,278	45	.34	.09	**.55**	.10	.52-.59	.43-.68	**.56**	.10	.33	**.55**	.11	.50-.58	**.56**	.11
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	18,278	45	.34	.09	**.55**	.10	.52-.59	.43-.68	**.56**	.10	.33	**.54**	.10	.50-.58	**.55**	.11
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	11,734	36	.35	.10	**.57**	.11	.52-.61	.43-.71	**.58**	.11	.34	**.55**	.12	.50-.60	**.56**	.12
Clerical Job: Yes	6,662	10	.32	.07	**.53**	.07	.47-.58	.43-.62	**.54**	.07	.32	**.53**	.07	.47-.59	**.54**	.07
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	18,278	45	.34	.09	**.55**	.10	.52-.59	.43-.68	**.56**	.10	.33	**.54**	.11	.50-.58	**.56**	.11
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Low	10,543	11	.40	.14	**.64**	.16	.53-.73	.44-.84	**.65**	.16	.33	**.55**	.11	.44-.64	**.56**	.11
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	10,543	11	.40	.14	**.64**	.16	.53-.73	.44-.84	**.65**	.16	.35	**.56**	.15	.46-.66	**.58**	.15
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	10,543	11	.40	.14	**.64**	.16	.53-.73	.44-.84	**.65**	.16	.35	**.56**	.15	.46-.66	**.58**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	10,543	11	.40	.14	**.64**	.16	.53-.73	.44-.84	**.65**	.16	.37	**.60**	.16	.49-.69	**.61**	.16
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	2,559	41	.13	.16	**.22**	.17	.13-.30	.00-.44	**.23**	.18	.13	**.22**	.18	.13-.30	**.23**	.19
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	493	7	.20	.11	**.33**	.00	.19-.46	.33-.33	**.35**	.00	.20	**.33**	.00	.19-.46	**.35**	.00
Complexity: Low	1,915	31	.13	.16	**.23**	.17	.13-.32	.01-.45	**.24**	.18	.13	**.23**	.19	.12-.33	**.24**	.20
Sample Type: USES	1,689	33	.14	.17	**.25**	.18	.15-.35	.02-.48	**.27**	.19	.14	**.25**	.18	.15-.35	**.27**	.19
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	870	8	.10	.14	**.16**	.17	.00-.31	-.05-.37	**.17**	.17	.10	**.16**	.18	-.02-.32	**.16**	.19
Age: Below 40	2,065	32	.14	.15	**.25**	.14	.16-.34	.07-.43	**.26**	.15	.15	**.26**	.15	.16-.35	**.27**	.16
Age: 40 and above	282	5	.00	.13	**.01**	.00	-.18-.20	.01-.01	**.01**	.00	.00	**.01**	.00	-.18-.20	**.01**	.00
Clerical Job: No	2,092	34	.11	.17	**.19**	.18	.10-.28	-.03-.42	**.20**	.18	.11	**.19**	.18	.09-.29	**.20**	.19
Clerical Job: Yes	467	7	.21	.14	**.32**	.09	.16-.46	.21-.42	**.33**	.09	.21	**.32**	.09	.16-.46	**.33**	.09
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,559	41	.13	.16	**.24**	.18	.15-.33	.01-.47	**.25**	.19	.13	**.24**	.18	.15-.33	**.25**	.19
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	493	7	.20	.11	**.33**	.00	.19-.46	.33-.33	**.35**	.00	.20	**.33**	.00	.19-.46	**.35**	.00
Sample Type: USES	214	4	.20	.06	**.34**	.00	.25-.42	.34-.34	**.36**	.00	.20	**.34**	.00	.25-.42	**.36**	.00
Age: Below 40	214	4	.20	.06	**.34**	.00	.25-.42	.34-.34	**.36**	.00	.20	**.34**	.00	.25-.42	**.36**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	104	2	.17	.02	**.30**	.00	.26-.34	.30-.30	**.32**	.00	.17	**.30**	.00	.26-.34	**.32**	.00
Clerical Job: Yes	110	2	.22	.08	**.37**	.00	.18-.54	.37-.37	**.39**	.00	.22	**.37**	.00	.18-.54	**.39**	.00

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	214	4	.20	.06	**.34**	.00	.25-.42	.34-.34	**.36**	.00	.20	**.34**	.00	.25-.42	**.36**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	279	3	.20	.16	**.33**	.19	.02-.59	.09-.57	**.34**	.19	.20	**.33**	.19	.02-.59	**.34**	.19
Age: Below 40	163	2	.09	.06	**.15**	.00	.00-.29	.15-.15	**.15**	.00	.09	**.15**	.00	.00-.29	**.15**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	279	3	.20	.16	**.33**	.19	.02-.59	.09-.57	**.34**	.19	.20	**.33**	.19	.02-.59	**.34**	.19
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	279	3	.20	.16	**.33**	.19	.02-.59	.09-.57	**.34**	.19	.20	**.33**	.19	.02-.59	**.34**	.19
Complexity: Low	1,915	31	.13	.16	**.23**	.17	.13-.32	.01-.45	**.24**	.18	.13	**.23**	.19	.12-.33	**.24**	.20
Sample Type: USES	1,475	29	.13	.19	**.24**	.21	.12-.35	-.03-.50	**.25**	.22	.14	**.24**	.21	.12-.35	**.25**	.22
Age: Below 40	1,275	25	.15	.19	**.26**	.22	.13-.38	-.01-.54	**.28**	.23	.15	**.27**	.22	.14-.39	**.28**	.23
Age: 40 and above	200	4	.04	.14	**.07**	.00	-.17-.30	.07-.07	**.07**	.00	.04	**.07**	.00	-.17-.30	**.07**	.00
Clerical Job: No	1,424	28	.13	.18	**.22**	.20	.10-.34	-.04-.49	**.24**	.22	.13	**.23**	.20	.11-.34	**.24**	.22
Clerical Job: Yes	51	1	.34	--	**.55**	--	.16-.82	-----	**.58**	--	.34	**.55**	--	.16-.82	**.58**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,475	29	.13	.19	**.24**	.21	.12-.35	-.03-.50	**.25**	.22	.13	**.24**	.21	.12-.35	**.25**	.22
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	440	2	.11	.05	**.19**	.00	.08-.30	.19-.19	**.20**	.00	.10	**.17**	.00	-.01-.34	**.17**	.00
Age: Below 40	413	1	.12	--	**.21**	--	.05-.36	-----	**.21**	--	.12	**.21**	--	-.06-.46	**.22**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	413	1	.12	--	**.21**	--	.05-.36	-----	**.21**	--	.12	**.21**	--	-.07-.46	**.22**	--
Clerical Job: Yes	27	1	-.02	--	**-.03**	--	-.62-.58	-----	**-.03**	--	-.02	**-.03**	--	-.62-.58	**-.03**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	440	2	.11	.05	**.19**	.00	.08-.30	.19-.19	**.20**	.00	.11	**.19**	.00	.08-.30	**.20**	.00
Subjective--Supervisor Ratings---All Task Performance Measures																
All	35,681	369	.22	.14	**.42**	.10	.39-.45	.29-.55	**.44**	.11	.23	**.43**	.08	.41-.46	**.45**	.09
Simple Moderator Analyses																
Complexity: High	4,583	50	.24	.16	**.47**	.14	.39-.54	.28-.65	**.49**	.15	.27	**.51**	.06	.44-.58	**.54**	.07
Complexity: Medium	17,071	150	.23	.14	**.43**	.12	.39-.47	.28-.58	**.45**	.13	.23	**.44**	.11	.40-.48	**.46**	.11
Complexity: Low	10,426	142	.22	.12	**.43**	.00	.39-.46	.43-.43	**.45**	.00	.22	**.42**	.00	.38-.46	**.44**	.00
Sample Type: USES	24,299	295	.25	.13	**.49**	.03	.46-.51	.45-.52	**.52**	.03	.25	**.48**	.00	.46-.51	**.51**	.00
Sample Type: Military	1,454	4	.08	.11	**.17**	.20	-.06-.39	-.08-.43	**.18**	.20	.08	**.17**	.20	-.06-.39	**.18**	.20

Sample Type: Civilian	9,928	70	.16	.11	**.29**	.10	.24-.34	.16-.42	**.30**	.11	.17	**.30**	.08	.25-.35	**.31**	.09
Age: Below 40	27,397	299	.23	.13	**.45**	.08	.42-.47	.35-.55	**.47**	.08	.23	**.45**	.06	.41-.48	**.47**	.06
Age: 40 and above	3,022	39	.24	.13	**.45**	.00	.38-.52	.45-.45	**.48**	.00	.24	**.45**	.00	.38-.52	**.48**	.00
Clerical Job: No	29,408	320	.22	.14	**.42**	.11	.39-.45	.28-.56	**.44**	.12	.23	**.44**	.08	.41-.47	**.46**	.09
Clerical Job: Yes	6,273	49	.22	.12	**.40**	.05	.34-.45	.33-.47	**.42**	.05	.22	**.39**	.05	.33-.45	**.41**	.06
Context: Research	30,125	320	.23	.14	**.42**	.10	.39-.45	.30-.55	**.44**	.10	.23	**.43**	.08	.40-.46	**.45**	.09
Context: Admin.	635	2	.28	.08	**.54**	.00	.34-.70	.54-.54	**.56**	.00	.28	**.52**	.00	.30-.71	**.54**	.00
Hierarchical Moderator Analysis																
Complexity: High	4,583	50	.24	.16	**.47**	.14	.39-.54	.28-.65	**.49**	.15	.27	**.51**	.06	.44-.58	**.54**	.07
Sample Type: USES	2,844	40	.30	.14	**.59**	.00	.52-.65	.59-.59	**.63**	.00	.31	**.60**	.00	.53-.66	**.64**	.00
Age: Below 40	2,060	30	.32	.14	**.62**	.00	.54-.68	.62-.62	**.65**	.00	.33	**.63**	.00	.55-.69	**.66**	.00
Age: 40 and above	784	10	.26	.12	**.52**	.00	.39-.63	.52-.52	**.55**	.00	.26	**.53**	.00	.38-.65	**.56**	.00
Clerical Job: No	2,844	40	.30	.14	**.59**	.00	.52-.65	.59-.59	**.63**	.00	.31	**.60**	.00	.53-.66	**.64**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.31	.14	**.60**	.00	.52-.67	.60-.60	**.63**	.00	.31	**.61**	.00	.53-.68	**.65**	.00
Context: Admin.	106	1	.15	--	**.33**	--	-.08-.65	-----	**.35**	--	.15	**.33**	--	-.08-.65	**.35**	--
Sample Type: Military	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Age: Below 40	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,701	9	.13	.14	**.25**	.20	.08-.41	.00-.50	**.26**	.21	.20	**.36**	.13	.20-.51	**.37**	.14
Age: Below 40	279	4	.12	.06	**.23**	.00	.11-.34	.23-.23	**.24**	.00	.12	**.23**	.00	.11-.34	**.24**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,701	9	.13	.14	**.25**	.20	.08-.41	.00-.50	**.26**	.21	.20	**.36**	.13	.20-.51	**.37**	.14
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,671	8	.14	.14	**.25**	.20	.07-.42	-.01-.52	**.26**	.21	.20	**.37**	.16	.19-.53	**.38**	.16
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	17,071	150	.23	.14	**.43**	.12	.39-.47	.28-.58	**.45**	.13	.23	**.44**	.11	.40-.48	**.46**	.11
Sample Type: USES	12,089	118	.27	.13	**.50**	.06	.46-.54	.42-.58	**.53**	.06	.27	**.49**	.00	.45-.53	**.52**	.00
Age: Below 40	10,739	103	.27	.13	**.50**	.08	.45-.54	.39-.60	**.53**	.08	.26	**.49**	.04	.44-.53	**.52**	.05

Age: 40 and above	1,350	15	.28	.11	**.52**	.00	.43-.60	.52-.52	**.55**	.00	.29	**.54**	.00	.46-.62	**.57**	.00
Clerical Job: No	9,155	95	.27	.13	**.50**	.07	.45-.54	.40-.59	**.53**	.08	.27	**.50**	.00	.46-.54	**.53**	.00
Clerical Job: Yes	2,934	23	.27	.12	**.50**	.00	.42-.58	.50-.50	**.53**	.00	.27	**.50**	.01	.42-.58	**.53**	.01
Context: Research	11,434	108	.27	.13	**.50**	.07	.46-.54	.42-.58	**.53**	.07	.27	**.50**	.00	.45-.54	**.52**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	896	2	.05	.14	**.10**	.28	-.31-.48	-.26-.46	**.10**	.29	.05	**.10**	.28	-.31-.48	**.10**	.29
Age: Below 40	387	1	.16	--	**.33**	--	.14-.51	-----	**.34**	--	.16	**.33**	--	.14-.51	**.34**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	896	2	.05	.14	**.10**	.28	-.31-.48	-.26-.46	**.10**	.29	.05	**.10**	.28	-.31-.48	**.10**	.29
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	387	1	.16	--	**.33**	--	.14-.51	-----	**.34**	--	.16	**.33**	--	.14-.51	**.34**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	4,086	30	.15	.10	**.29**	.00	.23-.35	.29-.29	**.30**	.00	.15	**.29**	.00	.23-.35	**.30**	.00
Age: Below 40	2,905	19	.14	.11	**.27**	.08	.18-.35	.16-.37	**.28**	.08	.14	**.27**	.09	.17-.35	**.28**	.09
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,501	19	.16	.10	**.31**	.00	.23-.39	.31-.31	**.32**	.00	.17	**.32**	.00	.23-.40	**.33**	.00
Clerical Job: Yes	1,585	11	.13	.10	**.25**	.00	.15-.35	.25-.25	**.26**	.00	.13	**.26**	.00	.14-.37	**.26**	.00
Context: Research	3,095	20	.13	.10	**.26**	.04	.17-.33	.20-.31	**.26**	.05	.13	**.26**	.05	.17-.34	**.26**	.05
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	10,426	142	.22	.12	**.43**	.00	.39-.46	.43-.43	**.45**	.00	.22	**.42**	.00	.38-.46	**.44**	.00
Sample Type: USES	9,156	133	.22	.13	**.43**	.00	.39-.47	.43-.43	**.46**	.00	.22	**.43**	.00	.39-.47	**.45**	.00
Age: Below 40	8,428	121	.23	.13	**.44**	.00	.40-.48	.44-.44	**.46**	.00	.22	**.43**	.00	.39-.48	**.46**	.00
Age: 40 and above	728	12	.19	.11	**.38**	.00	.27-.48	.38-.38	**.40**	.00	.19	**.38**	.00	.27-.48	**.40**	.00
Clerical Job: No	8,376	127	.22	.13	**.43**	.00	.39-.47	.43-.43	**.45**	.00	.22	**.43**	.00	.39-.47	**.45**	.00
Clerical Job: Yes	780	6	.24	.12	**.47**	.08	.29-.62	.36-.57	**.50**	.09	.24	**.47**	.10	.28-.63	**.49**	.11
Context: Research	8,150	123	.22	.13	**.42**	.00	.38-.46	.42-.42	**.45**	.00	.21	**.42**	.00	.38-.46	**.44**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,270	9	.22	.11	**.41**	.03	.28-.53	.38-.45	**.43**	.03	.18	**.35**	.00	.20-.48	**.36**	.00
Age: Below 40	1,194	8	.24	.10	**.44**	.00	.32-.55	.44-.44	**.45**	.00	.21	**.39**	.00	.25-.51	**.40**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,031	5	.24	.10	**.44**	.00	.29-.58	.44-.44	**.46**	.00	.20	**.38**	.00	.21-.54	**.39**	.00
Clerical Job: Yes	239	4	.15	.16	**.28**	.14	-.02-.54	.10-.46	**.29**	.14	.15	**.28**	.14	-.02-.54	**.29**	.14
Context: Research	741	8	.16	.11	**.30**	.00	.16-.43	.30-.30	**.31**	.00	.16	**.30**	.00	.14-.45	**.31**	.00

Context: Admin.	529	1	.31	--	**.56**	--	.43-.66	-----	**.58**	--	.31	**.56**	--	.43-.66	**.58**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	208	1	.42	--	**.68**	--	.53-.82	-----	**.71**	--	.42	**.68**	--	.53-.82	**.71**	--
Simple Moderator Analyses																
Complexity: High	208	1	.42	--	**.69**	--	.54-.82	-----	**.72**	--	.42	**.69**	--	.54-.82	**.72**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	208	1	.42	--	**.68**	--	.53-.82	-----	**.71**	--	.42	**.68**	--	.53-.82	**.71**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	208	1	.42	--	**.69**	--	.53-.82	-----	**.71**	--	.42	**.69**	--	.53-.82	**.71**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	208	1	.42	--	**.67**	--	.52-.81	-----	**.70**	--	.42	**.67**	--	.52-.81	**.70**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	35,473	368	.22	.14	**.42**	.11	.39-.44	.28-.55	**.44**	.11	.23	**.43**	.09	.40-.45	**.45**	.09
Simple Moderator Analyses																
Complexity: High	4,375	49	.23	.16	**.45**	.15	.37-.52	.25-.65	**.47**	.16	.26	**.50**	.09	.42-.56	**.52**	.09
Complexity: Medium	17,071	150	.23	.14	**.43**	.12	.39-.47	.28-.59	**.45**	.13	.23	**.44**	.11	.40-.48	**.46**	.12
Complexity: Low	10,426	142	.22	.12	**.43**	.00	.39-.46	.43-.43	**.45**	.00	.22	**.42**	.00	.38-.46	**.44**	.00
Sample Type: USES	24,299	295	.25	.13	**.49**	.03	.46-.51	.45-.52	**.52**	.03	.25	**.48**	.00	.46-.51	**.51**	.00
Sample Type: Military	1,454	4	.08	.11	**.17**	.20	-.06-.39	-.08-.43	**.18**	.20	.08	**.17**	.20	-.06-.39	**.18**	.20
Sample Type: Civilian	9,720	69	.16	.11	**.28**	.09	.23-.33	.16-.40	**.29**	.10	.16	**.29**	.07	.23-.34	**.30**	.07
Age: Below 40	27,397	299	.23	.13	**.45**	.08	.42-.47	.34-.55	**.47**	.08	.23	**.44**	.07	.41-.48	**.47**	.07
Age: 40 and above	3,022	39	.24	.13	**.45**	.00	.38-.52	.45-.45	**.48**	.00	.24	**.45**	.00	.38-.52	**.48**	.00
Clerical Job: No	29,200	319	.22	.14	**.42**	.11	.39-.45	.28-.56	**.44**	.12	.23	**.43**	.09	.41-.46	**.46**	.09
Clerical Job: Yes	6,273	49	.22	.12	**.40**	.05	.34-.45	.33-.47	**.42**	.05	.22	**.39**	.05	.33-.45	**.41**	.06
Context: Research	29,917	319	.22	.14	**.42**	.10	.39-.45	.29-.55	**.44**	.10	.23	**.43**	.09	.40-.45	**.45**	.09
Context: Admin.	635	2	.28	.08	**.54**	.00	.34-.70	.54-.54	**.56**	.00	.28	**.52**	.00	.30-.71	**.54**	.00
Hierarchical Moderator Analysis																
Complexity: High	4,375	49	.23	.16	**.45**	.15	.37-.52	.25-.65	**.47**	.16	.26	**.50**	.09	.42-.56	**.52**	.09

Sample Type: USES	2,844	40	.30	.14	**.59**	.00	.52-.65	.59-.59	**.63**	.00	.31	**.60**	.00	.53-.66	**.64**	.00
Age: Below 40	2,060	30	.32	.14	**.62**	.00	.54-.68	.62-.62	**.65**	.00	.33	**.63**	.00	.55-.69	**.66**	.00
Age: 40 and above	784	10	.26	.12	**.52**	.00	.39-.63	.52-.52	**.55**	.00	.26	**.53**	.00	.38-.65	**.56**	.00
Clerical Job: No	2,844	40	.30	.14	**.59**	.00	.52-.65	.59-.59	**.63**	.00	.31	**.60**	.00	.53-.66	**.64**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.31	.14	**.60**	.00	.52-.67	.60-.60	**.63**	.00	.31	**.61**	.00	.53-.68	**.65**	.00
Context: Admin.	106	1	.15	--	**.33**	--	-.08-.65	-----	**.35**	--	.15	**.33**	--	-.08-.65	**.35**	--
Sample Type: Military	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Age: Below 40	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	38	1	.36	--	**.66**	--	.15-.94	-----	**.68**	--	.36	**.66**	--	.15-.94	**.68**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,493	8	.09	.10	**.17**	.10	.04-.29	.04-.29	**.17**	.10	.13	**.25**	.00	.11-.38	**.26**	.00
Age: Below 40	279	4	.09	.11	**.17**	.00	-.04-.37	.17-.17	**.17**	.00	.09	**.17**	.00	-.04-.37	**.17**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,493	8	.09	.10	**.17**	.10	.04-.29	.04-.29	**.17**	.10	.13	**.25**	.00	.11-.38	**.26**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,463	7	.09	.10	**.17**	.11	.04-.30	.03-.31	**.18**	.11	.14	**.25**	.05	.10-.39	**.26**	.05
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	17,071	150	.23	.14	**.43**	.12	.39-.47	.28-.59	**.45**	.13	.23	**.44**	.11	.40-.48	**.46**	.12
Sample Type: USES	12,089	118	.27	.13	**.50**	.06	.46-.54	.42-.58	**.53**	.06	.27	**.49**	.00	.45-.53	**.52**	.00
Age: Below 40	10,739	103	.27	.13	**.50**	.08	.45-.54	.39-.60	**.53**	.08	.26	**.49**	.04	.44-.53	**.52**	.05
Age: 40 and above	1,350	15	.28	.11	**.52**	.00	.43-.60	.52-.52	**.55**	.00	.29	**.54**	.00	.46-.62	**.57**	.00
Clerical Job: No	9,155	95	.27	.13	**.50**	.07	.45-.54	.40-.59	**.53**	.08	.27	**.50**	.00	.46-.54	**.53**	.00
Clerical Job: Yes	2,934	23	.27	.12	**.50**	.00	.42-.58	.50-.50	**.53**	.00	.27	**.50**	.01	.42-.58	**.53**	.01
Context: Research	11,434	108	.27	.13	**.50**	.07	.46-.54	.42-.58	**.53**	.07	.27	**.50**	.00	.45-.54	**.52**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	896	2	.05	.14	**.10**	.28	-.31-.48	-.26-.46	**.10**	.29	.05	**.10**	.28	-.31-.48	**.10**	.29
Age: Below 40	387	1	.16	--	**.33**	--	.14-.51	-----	**.34**	--	.16	**.33**	--	.14-.51	**.34**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	896	2	.05	.14	**.10**	.28	-.31-.48	-.26-.46	**.10**	.29	.05	**.10**	.28	-.31-.48	**.10**	.29
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	387	1	.16	--	**.33**	--	.14-.51	-----	**.34**	--	.16	**.33**	--	.14-.51	**.34**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	4,086	30	.15	.10	**.28**	.00	.22-.35	.28-.28	**.29**	.00	.15	**.29**	.00	.22-.35	**.30**	.00
Age: Below 40	2,905	19	.14	.11	**.27**	.08	.18-.35	.16-.37	**.28**	.08	.14	**.27**	.09	.17-.35	**.28**	.09
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,501	19	.16	.10	**.30**	.00	.22-.38	.30-.30	**.32**	.00	.16	**.31**	.00	.22-.39	**.32**	.00
Clerical Job: Yes	1,585	11	.13	.10	**.25**	.00	.15-.35	.25-.25	**.26**	.00	.13	**.26**	.00	.14-.37	**.26**	.00
Context: Research	3,095	20	.13	.10	**.25**	.06	.17-.33	.18-.32	**.26**	.06	.13	**.25**	.06	.16-.33	**.26**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	10,426	142	.22	.12	**.43**	.00	.39-.46	.43-.43	**.45**	.00	.22	**.42**	.00	.38-.46	**.44**	.00
Sample Type: USES	9,156	133	.22	.13	**.43**	.00	.39-.47	.43-.43	**.46**	.00	.22	**.43**	.00	.39-.47	**.45**	.00
Age: Below 40	8,428	121	.23	.13	**.44**	.00	.40-.48	.44-.44	**.46**	.00	.22	**.43**	.00	.39-.48	**.46**	.00
Age: 40 and above	728	12	.19	.11	**.38**	.00	.27-.48	.38-.38	**.40**	.00	.19	**.38**	.00	.27-.48	**.40**	.00
Clerical Job: No	8,376	127	.22	.13	**.43**	.00	.39-.47	.43-.43	**.45**	.00	.22	**.43**	.00	.39-.47	**.45**	.00
Clerical Job: Yes	780	6	.24	.12	**.47**	.08	.29-.62	.36-.57	**.50**	.09	.24	**.47**	.10	.28-.63	**.49**	.11
Context: Research	8,150	123	.22	.13	**.42**	.00	.38-.46	.42-.42	**.45**	.00	.21	**.42**	.00	.38-.46	**.44**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,270	9	.22	.11	**.41**	.03	.28-.53	.38-.45	**.43**	.03	.18	**.35**	.00	.20-.48	**.36**	.00
Age: Below 40	1,194	8	.24	.10	**.44**	.00	.32-.55	.44-.44	**.45**	.00	.21	**.39**	.00	.25-.51	**.40**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,031	5	.24	.10	**.44**	.00	.29-.58	.44-.44	**.46**	.00	.20	**.38**	.00	.21-.54	**.39**	.00
Clerical Job: Yes	239	4	.15	.16	**.28**	.14	-.02-.54	.10-.46	**.29**	.14	.15	**.28**	.14	-.02-.54	**.29**	.14
Context: Research	741	8	.16	.11	**.30**	.00	.16-.43	.30-.30	**.31**	.00	.16	**.30**	.00	.14-.45	**.31**	.00
Context: Admin.	529	1	.31	--	**.56**	--	.43-.66	-----	**.58**	--	.31	**.56**	--	.43-.66	**.58**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	1,360	12	.15	.12	**.27**	.10	.15-.39	.15-.40	**.28**	.10	.15	**.27**	.10	.15-.39	**.28**	.10
Simple Moderator Analyses																
Complexity: High	94	1	.00	--	**.00**	--	-.37-.37	-----	**.00**	--	.00	**.00**	--	-.37-.37	**.00**	--
Complexity: Medium	576	4	.15	.10	**.28**	.00	.10-.45	.28-.28	**.29**	.00	.15	**.28**	.00	.10-.45	**.29**	.00
Complexity: Low	76	1	.08	--	**.16**	--	-.28-.55	-----	**.16**	--	.08	**.16**	--	-.28-.55	**.16**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,360	12	.15	.12	**.27**	.10	.15-.39	.15-.40	**.28**	.10	.15	**.27**	.10	.15-.39	**.28**	.10

Age: Below 40	128	2	-.05	.12	**-.10**	.00	-.39-.21	-.10--.10	**-.10**	.00	-.05	**-.10**	.00	-.39-.21	**-.10**	.00
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	736	7	.12	.14	**.21**	.18	.02-.40	-.02-.44	**.22**	.18	.11	**.20**	.19	.00-.39	**.21**	.19
Clerical Job: Yes	624	5	.19	.07	**.32**	.00	.22-.41	.32-.32	**.33**	.00	.19	**.32**	.00	.22-.41	**.33**	.00
Context: Research	329	4	.05	.12	**.09**	.05	-.11-.29	.03-.15	**.10**	.05	.05	**.09**	.05	-.11-.29	**.10**	.05
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	850	6	.13	.10	**.23**	.09	.08-.38	.12-.34	**.24**	.09	.13	**.23**	.09	.08-.38	**.24**	.09
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	125	1	.20	--	**.37**	--	.06-.64	-----	**.39**	--	.20	**.37**	--	.06-.64	**.39**	--
Complexity: Low	300	2	.10	.14	**.20**	.21	-.18-.54	-.07-.46	**.20**	.22	.06	**.11**	.23	-.32-.51	**.12**	.24
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	850	6	.13	.10	**.23**	.09	.08-.38	.12-.34	**.24**	.09	.13	**.23**	.09	.08-.38	**.24**	.09
Age: Below 40	224	1	.16	--	**.29**	--	.06-.50	-----	**.30**	--	.16	**.29**	--	-.06-.60	**.30**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	478	3	.08	.11	**.14**	.12	-.08-.35	-.02-.29	**.14**	.13	.07	**.13**	.12	-.09-.35	**.14**	.12
Clerical Job: Yes	372	3	.20	.06	**.33**	.00	.22-.43	.33-.33	**.34**	.00	.20	**.33**	.00	.22-.43	**.34**	.00
Context: Research	425	3	.13	.12	**.23**	.12	.00-.45	.08-.38	**.24**	.12	.13	**.23**	.12	.00-.45	**.24**	.12
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	1,634	5	.13	.08	**.24**	.08	.11-.37	.14-.35	**.25**	.09	.17	**.31**	.06	.16-.45	**.32**	.06
Simple Moderator Analyses																
Complexity: High	973	1	.09	--	**.17**	--	.06-.29	-----	**.18**	--	.09	**.17**	--	-.02-.36	**.18**	--
Complexity: Medium	147	1	.06	--	**.12**	--	-.20-.41	-----	**.12**	--	.06	**.12**	--	-.20-.41	**.12**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,634	5	.13	.08	**.24**	.08	.11-.37	.14-.35	**.25**	.09	.17	**.30**	.07	.15-.44	**.31**	.07
Age: Below 40	146	1	.17	--	**.31**	--	.02-.57	-----	**.32**	--	.17	**.31**	--	-.04-.62	**.32**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,266	3	.10	.03	**.18**	.00	.11-.25	.18-.18	**.19**	.00	.11	**.19**	.00	.08-.30	**.20**	.00
Clerical Job: Yes	368	2	.26	.05	**.42**	.00	.32-.52	.42-.42	**.44**	.00	.26	**.42**	.00	.32-.52	**.44**	.00

Context: Research	1,634	5	.13	.08	**.24**	.08	.11-.36	.14-.34	**.25**	.08	.17	**.30**	.05	.15-.43	**.31**	.05
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	879	1	-.03	--	**-.05**	--	-.17-.07	-----	**-.06**	--	-.03	**-.05**	--	-.29-.19	**-.06**	--
Simple Moderator Analyses																
Complexity: High	879	1	-.03	--	**-.06**	--	-.18-.07	-----	**-.06**	--	-.03	**-.06**	--	-.25-.14	**-.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	879	1	-.03	--	**-.05**	--	-.17-.07	-----	**-.06**	--	-.03	**-.05**	--	-.27-.16	**-.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	879	1	-.03	--	**-.06**	--	-.18-.07	-----	**-.06**	--	-.03	**-.06**	--	-.30-.19	**-.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	879	1	-.03	--	**-.05**	--	-.17-.06	-----	**-.06**	--	-.03	**-.05**	--	-.27-.17	**-.06**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	1,139	4	.07	.10	**.13**	.13	-.04-.30	-.04-.30	**.14**	.13	.13	**.23**	.14	.00-.44	**.24**	.14
Simple Moderator Analyses																
Complexity: High	992	3	.06	.09	**.10**	.14	-.10-.30	-.07-.28	**.11**	.14	.08	**.15**	.19	-.14-.43	**.16**	.20
Complexity: Medium	147	1	.18	--	**.34**	--	.04-.59	-----	**.35**	--	.18	**.34**	--	.04-.59	**.35**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,139	4	.07	.10	**.13**	.13	-.04-.30	-.04-.30	**.14**	.13	.12	**.21**	.14	-.01-.42	**.22**	.15
Age: Below 40	89	2	.26	.20	**.46**	.17	-.03-.83	.24-.68	**.47**	.17	.26	**.46**	.17	-.03-.83	**.47**	.17
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,139	4	.07	.10	**.13**	.13	-.04-.30	-.04-.30	**.14**	.14	.13	**.23**	.14	.00-.45	**.24**	.14
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,109	3	.07	.10	**.13**	.15	-.08-.33	-.07-.32	**.13**	.16	.13	**.22**	.18	-.05-.48	**.23**	.19
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	206	2	.23	.12	**.41**	.00	.13-.65	.41-.41	**.42**	.00	.23	**.41**	.00	.13-.65	**.42**	.00

Simple Moderator Analyses																
Complexity: High	59	1	.36	--	**.62**	--	.25-.88	-----	**.64**	--	.36	**.62**	--	.25-.88	**.64**	--
Complexity: Medium	147	1	.18	--	**.34**	--	.04-.59	-----	**.35**	--	.18	**.34**	--	.04-.59	**.35**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	206	2	.23	.12	**.41**	.00	.13-.65	.41-.41	**.42**	.00	.23	**.41**	.00	.13-.65	**.42**	.00
Age: Below 40	59	1	.36	--	**.61**	--	.25-.88	-----	**.63**	--	.36	**.61**	--	.25-.88	**.63**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	206	2	.23	.12	**.41**	.00	.13-.65	.41-.41	**.43**	.00	.23	**.41**	.00	.13-.65	**.43**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	206	2	.23	.12	**.40**	.00	.13-.64	.40-.40	**.41**	.00	.23	**.40**	.00	.13-.64	**.41**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	993	2	.00	.01	**.01**	.00	-.03-.04	.01-.01	**.01**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00
Simple Moderator Analyses																
Complexity: High	993	2	.00	.01	**.01**	.00	-.03-.04	.01-.01	**.01**	.00	.01	**.01**	.00	-.05-.07	**.01**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	993	2	.00	.01	**.01**	.00	-.03-.04	.01-.01	**.01**	.00	.01	**.01**	.00	-.05-.08	**.01**	.00
Age: Below 40	30	1	.06	--	**.11**	--	-.53-.70	-----	**.12**	--	.06	**.11**	--	-.53-.70	**.12**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	993	2	.00	.01	**.01**	.00	-.03-.04	.01-.01	**.01**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	963	1	.00	--	**.00**	--	-.11-.12	-----	**.00**	--	.00	**.00**	--	-.22-.22	**.00**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	952	1	.15	--	**.27**	--	.16-.38	-----	**.28**	--	.15	**.27**	--	.04-.48	**.28**	--
Simple Moderator Analyses																
Complexity: High	952	1	.15	--	**.28**	--	.16-.38	-----	**.29**	--	.15	**.28**	--	.09-.45	**.29**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	952	1	.15	--	**.27**	--	.16-.38	-----	**.28**	--	.15	**.27**	--	.06-.46	**.28**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	952	1	.15	--	**.27**	--	.16-.38	-----	**.28**	--	.15	**.27**	--	.03-.49	**.28**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	952	1	.15	--	**.26**	--	.16-.37	-----	**.27**	--	.15	**.26**	--	.05-.46	**.27**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Task Performance Measures																
All	882	4	.11	.10	**.23**	.14	.01-.43	.05-.41	**.24**	.14	.10	**.22**	.16	-.03-.44	**.23**	.17
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	514	2	.11	.01	**.25**	.00	.23-.27	.25-.25	**.25**	.00	.11	**.25**	.00	.23-.27	**.26**	.00
Complexity: Low	255	1	.19	--	**.41**	--	.16-.62	-----	**.42**	--	.19	**.41**	--	-.01-.73	**.42**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	642	2	.14	.06	**.31**	.00	.15-.47	.31-.31	**.32**	.00	.14	**.31**	.00	.15-.47	**.32**	.00
Sample Type: Civilian	240	2	.01	.16	**.02**	.27	-.41-.45	-.32-.36	**.02**	.27	.01	**.02**	.27	-.41-.45	**.02**	.27
Age: Below 40	627	3	.07	.11	**.16**	.15	-.10-.40	-.04-.35	**.16**	.16	.04	**.09**	.17	-.23-.39	**.09**	.18
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	882	4	.11	.10	**.23**	.14	.01-.43	.05-.41	**.24**	.14	.10	**.22**	.16	-.03-.45	**.22**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	882	4	.11	.10	**.23**	.14	.01-.44	.06-.41	**.24**	.14	.10	**.23**	.16	-.01-.45	**.24**	.16
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	882	4	.11	.10	**.23**	.14	.01-.43	.05-.41	**.24**	.14	.10	**.22**	.16	-.03-.44	**.23**	.17
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	514	2	.11	.01	**.25**	.00	.23-.27	.25-.25	**.25**	.00	.11	**.25**	.00	.23-.27	**.26**	.00
Complexity: Low	255	1	.19	--	**.41**	--	.16-.62	-----	**.42**	--	.19	**.41**	--	-.01-.73	**.42**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	642	2	.14	.06	**.31**	.00	.15-.47	.31-.31	**.32**	.00	.14	**.31**	.00	.15-.47	**.32**	.00
Sample Type: Civilian	240	2	.01	.16	**.02**	.27	-.41-.45	-.32-.36	**.02**	.27	.01	**.02**	.27	-.41-.45	**.02**	.27
Age: Below 40	627	3	.07	.11	**.16**	.15	-.10-.40	-.04-.35	**.16**	.16	.04	**.09**	.17	-.23-.39	**.09**	.18

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	882	4	.11	.10	**.23**	.14	.01-.43	.05-.41	**.24**	.14	.10	**.22**	.16	-.03-.45	**.22**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	882	4	.11	.10	**.23**	.14	.01-.44	.06-.41	**.24**	.14	.10	**.23**	.16	-.01-.45	**.24**	.16
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	299	3	.18	.07	**.37**	.00	.22-.51	.37-.37	**.38**	.00	.18	**.37**	.00	.22-.51	**.38**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	299	3	.18	.07	**.39**	.00	.23-.53	.39-.39	**.40**	.00	.18	**.39**	.00	.23-.53	**.40**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	299	3	.18	.07	**.37**	.00	.22-.51	.37-.37	**.38**	.00	.18	**.37**	.00	.22-.51	**.38**	.00
Age: Below 40	86	1	.16	--	**.33**	--	-.10-.68	-----	**.34**	--	.16	**.33**	--	-.10-.68	**.34**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	213	2	.19	.09	**.39**	.00	.14-.61	.39-.39	**.40**	.00	.19	**.39**	.00	.14-.61	**.40**	.00
Clerical Job: Yes	86	1	.16	--	**.30**	--	-.09-.64	-----	**.31**	--	.16	**.30**	--	-.09-.64	**.31**	--
Context: Research	213	2	.19	.09	**.38**	.00	.14-.59	.38-.38	**.39**	.00	.19	**.38**	.00	.14-.59	**.39**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	299	3	.18	.07	**.37**	.00	.22-.51	.37-.37	**.38**	.00	.18	**.37**	.00	.22-.51	**.38**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	299	3	.18	.07	**.39**	.00	.23-.53	.39-.39	**.40**	.00	.18	**.39**	.00	.23-.53	**.40**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	299	3	.18	.07	**.37**	.00	.22-.51	.37-.37	**.38**	.00	.18	**.37**	.00	.22-.51	**.38**	.00
Age: Below 40	86	1	.16	--	**.33**	--	-.10-.68	-----	**.34**	--	.16	**.33**	--	-.10-.68	**.34**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	213	2	.19	.09	**.39**	.00	.14-.61	.39-.39	**.40**	.00	.19	**.39**	.00	.14-.61	**.40**	.00

Clerical Job: Yes	86	1	.16	--	**.30**	--	-.09-.64	-----	**.31**	--	.16	**.30**	--	-.09-.64	**.31**	--
Context: Research	213	2	.19	.09	**.38**	.00	.14-.59	.38-.38	**.39**	.00	.19	**.38**	.00	.14-.59	**.39**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	86	1	.16	--	**.32**	--	-.10-.68	-----	**.33**	--	.16	**.32**	--	-.10-.68	**.33**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	86	1	.16	--	**.34**	--	-.10-.70	-----	**.35**	--	.16	**.34**	--	-.10-.70	**.35**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	86	1	.16	--	**.32**	--	-.10-.68	-----	**.33**	--	.16	**.32**	--	-.10-.68	**.33**	--
Age: Below 40	86	1	.16	--	**.33**	--	-.10-.68	-----	**.34**	--	.16	**.33**	--	-.10-.68	**.34**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	86	1	.16	--	**.30**	--	-.09-.64	-----	**.31**	--	.16	**.30**	--	-.09-.64	**.31**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	5,961	6	.26	.11	**.50**	.03	.34-.64	.46-.53	**.51**	.03	.17	**.33**	.07	.17-.48	**.34**	.07
Simple Moderator Analyses																
Complexity: High	1,249	3	.11	.08	**.21**	.09	.03-.38	.10-.32	**.22**	.09	.12	**.23**	.09	.03-.42	**.24**	.10
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.15	--	**.31**	--	.06-.52	-----	**.32**	--	.15	**.31**	--	-.10-.64	**.32**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	4,712	3	.30	.09	**.57**	.00	.40-.71	.57-.57	**.58**	.00	.23	**.46**	.12	.18-.68	**.47**	.12
Sample Type: Civilian	1,249	3	.11	.08	**.20**	.09	.03-.37	.09-.32	**.21**	.09	.13	**.24**	.10	.03-.43	**.25**	.10
Age: Below 40	418	1	.11	--	**.23**	--	.03-.41	-----	**.23**	--	.11	**.23**	--	-.18-.58	**.23**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,961	6	.26	.11	**.50**	.03	.34-.64	.46-.54	**.51**	.03	.17	**.33**	.07	.17-.48	**.34**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,922	5	.12	.06	**.22**	.00	.12-.32	.22-.22	**.23**	.00	.13	**.25**	.00	.13-.37	**.26**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																

All	5,961	6	.26	.11	**.50**	.00	.34-.64	.50-.50	**.51**	.00	.17	**.34**	.08	.18-.49	**.35**	.08
Simple Moderator Analyses																
Complexity: High	1,249	3	.12	.09	**.22**	.10	.03-.40	.09-.36	**.23**	.11	.13	**.25**	.11	.03-.45	**.26**	.12
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.15	--	**.31**	--	.06-.52	-----	**.32**	--	.15	**.31**	--	-.10-.64	**.32**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	4,712	3	.30	.09	**.57**	.00	.40-.71	.57-.57	**.58**	.00	.23	**.46**	.12	.18-.68	**.47**	.12
Sample Type: Civilian	1,249	3	.12	.09	**.22**	.11	.03-.39	.08-.35	**.22**	.11	.14	**.26**	.12	.03-.46	**.26**	.12
Age: Below 40	418	1	.11	--	**.23**	--	.03-.41	-----	**.23**	--	.11	**.23**	--	-.18-.58	**.23**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,961	6	.26	.11	**.50**	.00	.34-.64	.50-.50	**.51**	.00	.17	**.34**	.07	.18-.49	**.35**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,922	5	.12	.07	**.23**	.00	.12-.34	.23-.23	**.24**	.00	.14	**.26**	.00	.13-.38	**.27**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	1,249	3	.11	.08	**.19**	.07	.03-.34	.10-.28	**.20**	.08	.13	**.23**	.07	.04-.42	**.24**	.08
Simple Moderator Analyses																
Complexity: High	1,249	3	.11	.08	**.20**	.07	.03-.35	.11-.28	**.20**	.07	.12	**.22**	.08	.03-.39	**.22**	.08
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,249	3	.11	.08	**.19**	.07	.03-.34	.10-.28	**.20**	.08	.12	**.22**	.08	.03-.40	**.23**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,249	3	.11	.08	**.19**	.07	.03-.35	.10-.29	**.20**	.08	.13	**.24**	.07	.04-.42	**.25**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,249	3	.11	.08	**.19**	.07	.03-.34	.10-.27	**.19**	.07	.13	**.22**	.07	.04-.40	**.23**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																

All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Mixed Objective/Subjective---Technical Performance Measures																
All	50	1	.26	--	**.38**	--	.00-.68	-----	**.40**	--	.26	**.38**	--	.00-.68	**.40**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	50	1	.26	--	**.38**	--	.00-.68	-----	**.40**	--	.26	**.38**	--	.00-.68	**.40**	--
Sample Type: USES	50	1	.26	--	**.38**	--	.00-.68	-----	**.40**	--	.26	**.38**	--	.00-.68	**.40**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	50	1	.26	--	**.38**	--	.00-.68	-----	**.40**	--	.26	**.38**	--	.00-.68	**.40**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	50	1	.26	--	**.38**	--	.00-.68	-----	**.40**	--	.26	**.38**	--	.00-.68	**.40**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A3

Predictive Validity for *g* and Overall Performance

Criterion	*N*	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	32,976	233	.15	.14	**.28**	.18	.25-.32	.06-.51	**.29**	.18	.18	**.34**	.16	.30-.38	**.35**	.17
Simple Moderator Analyses																
Complexity: High	5,778	49	.15	.16	**.29**	.22	.21-.37	.02-.57	**.30**	.22	.17	**.32**	.21	.24-.40	**.33**	.22
Complexity: Medium	7,967	63	.15	.14	**.30**	.19	.22-.37	.06-.53	**.31**	.19	.17	**.33**	.18	.24-.40	**.34**	.19
Complexity: Low	7,985	71	.17	.13	**.31**	.11	.23-.38	.17-.45	**.32**	.11	.18	**.32**	.09	.23-.41	**.34**	.10
Sample Type: USES	4,894	90	.22	.17	**.43**	.16	.37-.49	.23-.63	**.46**	.17	.22	**.44**	.16	.37-.50	**.46**	.17
Sample Type: Military	16,042	31	.09	.08	**.17**	.11	.11-.24	.04-.31	**.18**	.11	.10	**.19**	.12	.11-.26	**.19**	.12
Sample Type: Civilian	12,040	112	.20	.14	**.35**	.14	.31-.40	.18-.53	**.37**	.14	.21	**.37**	.12	.32-.42	**.38**	.13
Age: Below 40	14,752	112	.15	.14	**.30**	.18	.25-.35	.07-.53	**.31**	.18	.22	**.43**	.13	.37-.49	**.44**	.14
Age: 40 and above	1,500	17	.15	.14	**.29**	.15	.16-.41	.10-.49	**.30**	.16	.15	**.29**	.16	.16-.41	**.31**	.16
Clerical Job: No	30,402	210	.14	.13	**.27**	.17	.23-.31	.05-.49	**.28**	.18	.18	**.33**	.16	.28-.37	**.34**	.17
Clerical Job: Yes	2,574	23	.24	.14	**.42**	.10	.33-.51	.29-.56	**.44**	.11	.26	**.44**	.09	.35-.54	**.46**	.10
Context: Research	17,611	159	.16	.14	**.31**	.17	.27-.35	.09-.53	**.32**	.18	.19	**.35**	.16	.30-.39	**.36**	.16
Context: Admin.	4,146	17	.17	.11	**.29**	.13	.16-.42	.13-.46	**.30**	.13	.16	**.26**	.13	.12-.41	**.27**	.14
Hierarchical Moderator Analysis																
Complexity: High	5,778	49	.15	.16	**.29**	.22	.21-.37	.02-.57	**.30**	.22	.17	**.32**	.21	.24-.40	**.33**	.22
Sample Type: USES	436	8	.27	.20	**.54**	.19	.28-.73	.29-.78	**.57**	.21	.29	**.57**	.18	.31-.76	**.60**	.19
Age: Below 40	436	8	.27	.20	**.54**	.19	.28-.73	.29-.78	**.57**	.21	.29	**.57**	.18	.31-.76	**.61**	.19
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.20	.16	**.42**	.09	.16-.63	.31-.54	**.45**	.09	.21	**.45**	.09	.17-.66	**.47**	.09
Clerical Job: Yes	101	2	.49	.19	**.82**	.00	.47-1.00	.82-.82	**.87**	.00	.49	**.82**	.00	.47-1.00	**.87**	.00
Context: Research	376	5	.24	.19	**.49**	.21	.17-.73	.22-.76	**.52**	.22	.26	**.52**	.21	.19-.76	**.55**	.22
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,365	7	.03	.07	**.07**	.00	-.05-.18	.07-.07	**.07**	.00	.03	**.07**	.00	-.05-.18	**.07**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	1,365	7	.03	.07	**.07**	.00	-.05-.18	.07-.07	**.07**	.00	.03	**.07**	.00	-.05-.18	**.07**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	618	4	.04	.09	**.08**	.06	-.10-.26	.01-.15	**.08**	.06	.02	**.04**	.00	-.16-.24	**.04**	.00
Context: Admin.	493	2	.00	.07	**.00**	.07	-.21-.20	-.09-.08	**-.01**	.07	.00	**.00**	.07	-.21-.20	**-.01**	.07
Sample Type: Civilian	3,977	34	.18	.15	**.33**	.19	.24-.42	.10-.57	**.35**	.19	.22	**.40**	.15	.31-.48	**.41**	.15
Age: Below 40	648	7	.23	.15	**.41**	.14	.22-.59	.24-.59	**.43**	.14	.23	**.41**	.14	.22-.59	**.43**	.14
Age: 40 and above	442	5	.16	.14	**.29**	.14	.06-.50	.11-.47	**.30**	.14	.15	**.27**	.15	.02-.50	**.28**	.15
Clerical Job: No	3,977	34	.18	.15	**.33**	.19	.24-.42	.10-.57	**.35**	.19	.22	**.40**	.15	.31-.48	**.41**	.15
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	3,243	23	.17	.14	**.31**	.17	.21-.41	.09-.53	**.32**	.18	.21	**.38**	.12	.28-.48	**.40**	.12
Context: Admin.	201	2	.16	.16	**.30**	.20	-.11-.65	.05-.56	**.31**	.21	.16	**.30**	.20	-.11-.65	**.31**	.21
Complexity: Medium	7,967	63	.15	.14	**.30**	.19	.22-.37	.06-.53	**.31**	.19	.17	**.33**	.18	.24-.40	**.34**	.19
Sample Type: USES	1,176	25	.29	.15	**.54**	.00	.44-.63	.54-.54	**.57**	.00	.29	**.54**	.00	.44-.63	**.57**	.00
Age: Below 40	1,109	24	.30	.15	**.56**	.00	.46-.64	.56-.56	**.59**	.00	.30	**.56**	.00	.46-.64	**.59**	.00
Age: 40 and above	67	1	.11	--	**.22**	--	-.25-.63	-----	**.23**	--	.11	**.22**	--	-.25-.63	**.23**	--
Clerical Job: No	1,094	23	.30	.15	**.55**	.00	.45-.64	.55-.55	**.59**	.00	.30	**.55**	.00	.45-.64	**.59**	.00
Clerical Job: Yes	82	2	.17	.02	**.33**	.00	.27-.39	.33-.33	**.35**	.00	.17	**.33**	.00	.27-.39	**.35**	.00
Context: Research	1,059	23	.31	.14	**.56**	.00	.47-.65	.56-.56	**.60**	.00	.31	**.56**	.00	.47-.65	**.60**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,964	11	.08	.07	**.16**	.08	.07-.25	.05-.27	**.17**	.09	.08	**.16**	.08	.07-.25	**.17**	.09
Age: Below 40	1,106	3	.13	.03	**.27**	.00	.21-.33	.27-.27	**.27**	.00	.13	**.27**	.00	.21-.33	**.27**	.00
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,113	8	.06	.06	**.12**	.05	.03-.20	.05-.18	**.12**	.05	.06	**.12**	.05	.03-.20	**.12**	.05
Clerical Job: Yes	851	3	.16	.06	**.32**	.00	.18-.45	.32-.32	**.33**	.00	.16	**.32**	.00	.18-.45	**.33**	.00
Context: Research	2,297	5	.07	.08	**.14**	.12	.00-.28	-.01-.29	**.15**	.12	.07	**.15**	.12	.00-.28	**.15**	.12
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	2,827	27	.20	.15	**.36**	.17	.23-.48	.15-.57	**.37**	.17	.20	**.36**	.18	.23-.49	**.38**	.18
Age: Below 40	981	8	.22	.17	**.41**	.21	.20-.60	.15-.68	**.43**	.21	.23	**.42**	.22	.19-.62	**.44**	.23
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	2,358	21	.20	.15	**.35**	.17	.20-.49	.13-.57	**.36**	.18	.20	**.35**	.18	.20-.49	**.36**	.19
Clerical Job: Yes	469	6	.22	.17	**.42**	.16	.17-.63	.21-.62	**.43**	.17	.22	**.42**	.16	.17-.63	**.43**	.17
Context: Research	1,735	13	.22	.13	**.38**	.12	.22-.53	.23-.53	**.40**	.12	.22	**.38**	.13	.21-.55	**.40**	.13
Context: Admin.	333	4	.07	.16	**.14**	.20	-.16-.42	-.13-.40	**.14**	.21	.07	**.14**	.20	-.16-.42	**.14**	.21
Complexity: Low	7,985	71	.17	.13	**.31**	.11	.23-.38	.17-.45	**.32**	.11	.18	**.32**	.09	.23-.41	**.34**	.10

Sample Type: USES	2,971	50	.18	.16	**.35**	.13	.27-.43	.18-.52	**.37**	.14	.18	**.35**	.13	.27-.43	**.38**	.14
Age: Below 40	2,266	41	.18	.16	**.35**	.11	.26-.44	.21-.50	**.37**	.12	.18	**.35**	.11	.26-.44	**.38**	.12
Age: 40 and above	705	9	.18	.17	**.35**	.21	.14-.54	.09-.62	**.37**	.22	.18	**.35**	.21	.13-.54	**.37**	.23
Clerical Job: No	2,971	50	.18	.16	**.35**	.13	.27-.43	.18-.52	**.37**	.14	.18	**.35**	.13	.27-.43	**.38**	.14
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,864	48	.18	.16	**.35**	.14	.27-.43	.18-.53	**.37**	.15	.18	**.36**	.14	.27-.44	**.38**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,460	8	.15	.09	**.23**	.09	.09-.37	.12-.34	**.24**	.09	.16	**.24**	.07	.10-.38	**.25**	.07
Age: Below 40	368	1	.08	--	**.17**	--	-.05-.37	-----	**.17**	--	.08	**.17**	--	-.05-.37	**.17**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,460	8	.15	.09	**.23**	.09	.09-.37	.12-.34	**.24**	.09	.16	**.24**	.07	.10-.38	**.25**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,517	3	.09	.08	**.19**	.12	.01-.36	.04-.34	**.20**	.12	.09	**.19**	.07	.01-.36	**.19**	.07
Context: Admin.	1,575	4	.21	.12	**.29**	.09	.13-.44	.17-.41	**.30**	.10	.21	**.29**	.09	.13-.44	**.30**	.10
Sample Type: Civilian	1,554	13	.19	.10	**.37**	.00	.27-.46	.37-.37	**.38**	.00	.19	**.35**	.00	.23-.46	**.36**	.00
Age: Below 40	984	5	.23	.07	**.43**	.00	.33-.52	.43-.43	**.44**	.00	.24	**.44**	.00	.31-.56	**.46**	.00
Age: 40 and above	203	1	.14	--	**.27**	--	.01-.50	-----	**.28**	--	.14	**.27**	--	-.25-.69	**.28**	--
Clerical Job: No	1,380	10	.19	.10	**.35**	.00	.24-.46	.35-.35	**.37**	.00	.17	**.33**	.00	.19-.45	**.34**	.00
Clerical Job: Yes	174	3	.25	.12	**.46**	.00	.23-.66	.46-.46	**.48**	.00	.25	**.46**	.00	.23-.66	**.48**	.00
Context: Research	734	6	.20	.11	**.37**	.00	.21-.52	.37-.37	**.39**	.00	.19	**.36**	.00	.18-.53	**.38**	.00
Context: Admin.	576	3	.19	.08	**.36**	.00	.20-.51	.36-.36	**.38**	.00	.19	**.36**	.00	.20-.51	**.38**	.00
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	9,195	54	.15	.12	**.27**	.14	.21-.34	.09-.46	**.28**	.15	.16	**.29**	.14	.22-.35	**.30**	.14
Simple Moderator Analyses																
Complexity: High	3,047	15	.07	.11	**.13**	.15	.03-.24	-.06-.33	**.14**	.16	.08	**.15**	.17	.03-.27	**.15**	.18
Complexity: Medium	3,086	18	.17	.10	**.31**	.07	.20-.41	.21-.40	**.32**	.08	.17	**.31**	.09	.19-.42	**.32**	.09
Complexity: Low	1,223	6	.17	.11	**.33**	.12	.16-.49	.17-.49	**.34**	.13	.12	**.24**	.00	.06-.41	**.25**	.00
Sample Type: USES	173	3	.22	.22	**.43**	.29	-.06-.78	.06-.80	**.46**	.31	.22	**.43**	.29	-.06-.78	**.46**	.31
Sample Type: Military	2,735	10	.08	.07	**.17**	.06	.08-.26	.09-.25	**.18**	.06	.08	**.17**	.06	.08-.26	**.18**	.06
Sample Type: Civilian	6,287	41	.18	.12	**.31**	.13	.24-.38	.14-.48	**.32**	.13	.19	**.33**	.11	.26-.40	**.34**	.11
Age: Below 40	4,029	21	.20	.10	**.36**	.00	.28-.45	.36-.36	**.37**	.00	.22	**.39**	.00	.29-.50	**.41**	.00
Age: 40 and above	462	4	.10	.10	**.20**	.05	.01-.38	.14-.26	**.21**	.05	.10	**.19**	.05	-.01-.39	**.20**	.05
Clerical Job: No	8,055	47	.15	.12	**.27**	.15	.20-.34	.08-.46	**.28**	.15	.16	**.28**	.15	.21-.35	**.29**	.15
Clerical Job: Yes	1,140	7	.18	.11	**.31**	.06	.18-.44	.23-.39	**.32**	.06	.19	**.32**	.04	.18-.46	**.33**	.05

Context: Research	5,167	32	.16	.13	**.28**	.15	.19-.36	.09-.47	**.29**	.15	.18	**.32**	.13	.23-.40	**.33**	.13
Context: Admin.	1,635	12	.13	.15	**.26**	.22	.09-.41	-.02-.54	**.27**	.23	.11	**.23**	.21	.06-.39	**.24**	.22
Hierarchical Moderator Analysis																
Complexity: High	3,047	15	.07	.11	**.13**	.15	.03-.24	-.06-.33	**.14**	.16	.08	**.15**	.17	.03-.27	**.15**	.18
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,261	6	.04	.08	**.09**	.10	-.06-.23	-.04-.21	**.09**	.10	.04	**.09**	.10	-.06-.23	**.09**	.10
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,261	6	.04	.08	**.09**	.10	-.06-.23	-.04-.21	**.09**	.10	.04	**.09**	.10	-.06-.23	**.09**	.10
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	514	3	.04	.10	**.08**	.13	-.16-.32	-.09-.25	**.09**	.14	.02	**.04**	.14	-.24-.31	**.04**	.14
Context: Admin.	493	2	.00	.07	**.00**	.07	-.21-.20	-.09-.08	**-.01**	.07	.00	**.00**	.07	-.21-.20	**-.01**	.07
Sample Type: Civilian	1,786	9	.09	.12	**.16**	.18	.01-.31	-.07-.39	**.17**	.19	.13	**.24**	.21	.05-.41	**.24**	.21
Age: Below 40	435	4	.24	.14	**.43**	.09	.20-.63	.32-.55	**.45**	.09	.24	**.43**	.09	.20-.63	**.45**	.09
Age: 40 and above	176	2	.14	.10	**.26**	.00	-.01-.49	.26-.26	**.26**	.00	.12	**.22**	.00	-.09-.50	**.23**	.00
Clerical Job: No	1,786	9	.09	.12	**.16**	.18	.01-.31	-.07-.39	**.17**	.19	.13	**.24**	.21	.05-.41	**.24**	.21
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,585	7	.08	.12	**.14**	.18	-.03-.31	-.09-.38	**.15**	.19	.11	**.21**	.23	-.01-.42	**.22**	.24
Context: Admin.	201	2	.16	.16	**.30**	.20	-.11-.65	.05-.56	**.31**	.21	.16	**.30**	.20	-.11-.65	**.31**	.21
Complexity: Medium	3,086	18	.17	.10	**.31**	.07	.20-.41	.21-.40	**.32**	.08	.17	**.31**	.09	.19-.42	**.32**	.09
Sample Type: USES	173	3	.22	.22	**.42**	.29	-.06-.77	.05-.79	**.45**	.30	.22	**.42**	.29	-.06-.77	**.45**	.30
Age: Below 40	173	3	.22	.22	**.42**	.29	-.06-.77	.05-.79	**.45**	.30	.22	**.42**	.29	-.06-.77	**.45**	.30
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	173	3	.22	.22	**.42**	.29	-.06-.77	.05-.79	**.45**	.30	.22	**.42**	.29	-.06-.77	**.45**	.30
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	118	2	.31	.20	**.57**	.20	.07-.89	.32-.82	**.60**	.21	.31	**.57**	.20	.07-.89	**.60**	.21
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,106	3	.13	.03	**.27**	.00	.21-.33	.27-.27	**.27**	.00	.13	**.27**	.00	.21-.33	**.27**	.00
Age: Below 40	1,106	3	.13	.03	**.27**	.00	.21-.33	.27-.27	**.27**	.00	.13	**.27**	.00	.21-.33	**.27**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	726	2	.15	.01	**.30**	.00	.28-.32	.30-.30	**.31**	.00	.15	**.30**	.00	.28-.32	**.31**	.00
Clerical Job: Yes	380	1	.10	--	**.21**	--	.00-.40	-----	**.21**	--	.10	**.21**	--	.00-.40	**.21**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,807	12	.18	.11	**.32**	.10	.16-.47	.19-.45	**.33**	.10		.18	**.31**	.12	.15-.47	**.33**	.12
Age: Below 40	705	4	.21	.09	**.39**	.00	.23-.54	.39-.39	**.41**	.00		.22	**.40**	.00	.23-.56	**.42**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,426	8	.19	.11	**.32**	.12	.13-.50	.16-.47	**.33**	.13		.19	**.31**	.14	.11-.51	**.33**	.14
Clerical Job: Yes	381	4	.17	.14	**.32**	.12	.07-.55	.18-.47	**.33**	.12		.17	**.32**	.12	.07-.55	**.33**	.12
Context: Research	1,243	6	.22	.07	**.38**	.00	.22-.53	.38-.38	**.39**	.00		.23	**.38**	.00	.21-.54	**.40**	.00
Context: Admin.	333	4	.07	.16	**.14**	.20	-.16-.42	-.13-.40	**.14**	.21		.07	**.14**	.20	-.16-.42	**.14**	.21
Complexity: Low	1,223	6	.17	.11	**.33**	.12	.16-.49	.17-.49	**.34**	.13		.12	**.24**	.00	.06-.41	**.25**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	368	1	.08	--	**.17**	--	-.05-.37	-----	**.17**	--		.08	**.17**	--	-.06-.38	**.17**	--
Age: Below 40	368	1	.08	--	**.17**	--	-.05-.37	-----	**.17**	--		.08	**.17**	--	-.05-.37	**.17**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	368	1	.08	--	**.17**	--	-.05-.37	-----	**.17**	--		.08	**.17**	--	-.06-.38	**.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	855	5	.21	.11	**.39**	.08	.21-.55	.29-.49	**.41**	.08		.15	**.28**	.04	.07-.48	**.29**	.05
Age: Below 40	529	1	.28	--	**.51**	--	.38-.63	-----	**.53**	--		.28	**.51**	--	.25-.72	**.53**	--
Age: 40 and above	203	1	.14	--	**.27**	--	.01-.50	-----	**.28**	--		.14	**.27**	--	-.25-.69	**.28**	--
Clerical Job: No	855	5	.21	.11	**.39**	.08	.21-.55	.29-.49	**.41**	.08		.15	**.29**	.05	.08-.48	**.30**	.05
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	279	2	.11	.08	**.21**	.00	.01-.40	.21-.21	**.22**	.00		.09	**.17**	.00	-.06-.38	**.17**	.00
Context: Admin.	576	3	.26	.10	**.47**	.00	.28-.64	.47-.47	**.49**	.00		.26	**.47**	.00	.28-.64	**.49**	.00
Subjective--Supervisor Ratings---Direct Overall Performance Measures																	
All	23,834	169	.14	.14	**.28**	.18	.23-.32	.04-.51	**.29**	.19		.19	**.35**	.17	.29-.40	**.36**	.17
Simple Moderator Analyses																	
Complexity: High	2,795	32	.21	.15	**.39**	.12	.30-.47	.23-.55	**.40**	.13		.21	**.39**	.12	.30-.47	**.40**	.13
Complexity: Medium	4,658	42	.13	.16	**.27**	.23	.18-.36	-.02-.56	**.28**	.24		.16	**.31**	.23	.21-.41	**.33**	.24
Complexity: Low	7,179	64	.17	.13	**.31**	.11	.23-.39	.16-.46	**.32**	.12		.19	**.33**	.10	.24-.43	**.35**	.10
Sample Type: USES	4,721	87	.22	.17	**.43**	.16	.37-.49	.23-.63	**.46**	.16		.22	**.44**	.16	.37-.50	**.46**	.17
Sample Type: Military	13,561	22	.09	.08	**.17**	.12	.09-.25	.03-.32	**.18**	.12		.10	**.19**	.13	.09-.29	**.20**	.14
Sample Type: Civilian	5,552	60	.21	.14	**.37**	.13	.31-.43	.20-.54	**.38**	.14		.21	**.38**	.13	.31-.44	**.39**	.14
Age: Below 40	11,252	92	.14	.15	**.28**	.20	.22-.34	.02-.54	**.29**	.21		.23	**.44**	.17	.37-.50	**.45**	.17

Age: 40 and above	1,038	13	.17	.16	**.33**	.18	.17-.48	.11-.55	**.35**	.18	.17	**.33**	.18	.17-.48	**.35**	.18
Clerical Job: No	22,486	155	.14	.13	**.26**	.17	.21-.31	.04-.48	**.27**	.18	.18	**.33**	.16	.27-.39	**.34**	.17
Clerical Job: Yes	1,348	14	.29	.15	**.50**	.09	.38-.62	.40-.61	**.52**	.09	.30	**.52**	.07	.39-.64	**.54**	.08
Context: Research	12,550	128	.16	.15	**.32**	.19	.27-.37	.08-.56	**.33**	.19	.18	**.36**	.17	.31-.40	**.37**	.18
Context: Admin.	3,040	6	.20	.09	**.33**	.02	.19-.47	.30-.36	**.34**	.03	.20	**.31**	.05	.16-.46	**.32**	.05
Hierarchical Moderator Analysis																
Complexity: High	2,795	32	.21	.15	**.39**	.12	.30-.47	.23-.55	**.40**	.13	.21	**.39**	.12	.30-.47	**.40**	.13
Sample Type: USES	436	8	.27	.20	**.54**	.19	.28-.73	.29-.78	**.57**	.21	.29	**.57**	.18	.31-.76	**.60**	.19
Age: Below 40	436	8	.27	.20	**.54**	.19	.28-.73	.29-.78	**.57**	.21	.29	**.57**	.18	.31-.76	**.61**	.19
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.20	.16	**.42**	.09	.16-.63	.31-.54	**.45**	.09	.21	**.45**	.09	.17-.66	**.47**	.09
Clerical Job: Yes	101	2	.49	.19	**.82**	.00	.47-1.00	.82-.82	**.87**	.00	.49	**.82**	.00	.47-1.00	**.87**	.00
Context: Research	376	5	.24	.19	**.49**	.21	.17-.73	.22-.76	**.52**	.22	.26	**.52**	.21	.19-.76	**.55**	.22
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	358	2	.05	.02	**.10**	.00	.05-.15	.10-.10	**.10**	.00	.05	**.10**	.00	.05-.15	**.10**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	358	2	.05	.02	**.10**	.00	.05-.15	.10-.10	**.10**	.00	.05	**.10**	.00	.05-.15	**.10**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	104	1	.03	--	**.06**	--	-.35-.45	-----	**.06**	--	.03	**.06**	--	-.35-.45	**.06**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,001	22	.22	.13	**.40**	.02	.31-.49	.37-.42	**.41**	.02	.22	**.40**	.00	.31-.49	**.42**	.00
Age: Below 40	213	3	.21	.21	**.38**	.26	-.05-.72	.04-.71	**.39**	.27	.21	**.38**	.26	-.05-.72	**.39**	.27
Age: 40 and above	266	3	.17	.19	**.32**	.25	-.07-.65	.00-.64	**.33**	.26	.16	**.30**	.26	-.11-.64	**.31**	.27
Clerical Job: No	2,001	22	.22	.13	**.40**	.02	.31-.49	.37-.42	**.41**	.02	.22	**.40**	.00	.31-.49	**.42**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,764	17	.24	.12	**.43**	.00	.34-.52	.43-.43	**.45**	.00	.25	**.44**	.00	.35-.53	**.46**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	4,658	42	.13	.16	**.27**	.23	.18-.36	-.02-.56	**.28**	.24	.16	**.31**	.23	.21-.41	**.33**	.24
Sample Type: USES	1,003	22	.31	.14	**.56**	.00	.47-.64	.56-.56	**.59**	.00	.31	**.56**	.00	.47-.64	**.59**	.00
Age: Below 40	936	21	.32	.13	**.58**	.00	.49-.66	.58-.58	**.61**	.00	.32	**.58**	.00	.49-.66	**.61**	.00
Age: 40 and above	67	1	.11	--	**.22**	--	-.25-.63	-----	**.23**	--	.11	**.22**	--	-.25-.63	**.23**	--
Clerical Job: No	921	20	.32	.14	**.58**	.00	.48-.66	.58-.58	**.61**	.00	.32	**.58**	.00	.48-.66	**.61**	.00

Clerical Job: Yes	82	2	.17	.02	**.33**	.00	.27-.39	.33-.33	**.35**	.00	.17	**.33**	.00	.27-.39	**.35**	.00
Context: Research	941	21	.31	.14	**.56**	.00	.46-.65	.56-.56	**.60**	.00	.31	**.56**	.00	.46-.65	**.60**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,858	8	.06	.07	**.12**	.10	.01-.22	-.01-.25	**.12**	.10	.06	**.12**	.10	.01-.22	**.12**	.10
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,387	6	.03	.03	**.06**	.00	.01-.11	.06-.06	**.06**	.00	.03	**.06**	.00	.01-.11	**.06**	.00
Clerical Job: Yes	471	2	.20	.00	**.40**	.00	.40-.40	.40-.40	**.41**	.00	.20	**.40**	.00	.40-.40	**.41**	.00
Context: Research	2,297	5	.07	.08	**.14**	.12	.00-.28	-.01-.29	**.15**	.12	.07	**.15**	.12	.00-.28	**.15**	.12
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	797	12	.20	.21	**.37**	.27	.15-.56	.02-.71	**.38**	.28	.20	**.37**	.27	.15-.56	**.38**	.28
Age: Below 40	276	4	.25	.32	**.46**	.46	-.11-.86	-.12-1.00	**.48**	.47	.25	**.46**	.46	-.11-.86	**.48**	.47
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	753	11	.18	.20	**.34**	.26	.11-.54	.00-.67	**.35**	.27	.18	**.34**	.26	.11-.54	**.35**	.27
Clerical Job: Yes	44	1	.50	--	**.79**	--	.48-.99	-----	**.82**	--	.50	**.79**	--	.48-.99	**.82**	--
Context: Research	492	7	.21	.23	**.39**	.30	.08-.65	.01-.78	**.41**	.31	.21	**.39**	.30	.08-.65	**.41**	.31
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	7,179	64	.17	.13	**.31**	.11	.23-.39	.16-.46	**.32**	.12	.19	**.33**	.10	.24-.43	**.35**	.10
Sample Type: USES	2,971	50	.18	.16	**.35**	.13	.27-.43	.18-.52	**.37**	.14	.18	**.35**	.13	.27-.43	**.38**	.14
Age: Below 40	2,266	41	.18	.16	**.35**	.11	.26-.44	.21-.50	**.37**	.12	.18	**.35**	.11	.26-.44	**.38**	.12
Age: 40 and above	705	9	.18	.17	**.35**	.21	.14-.54	.09-.62	**.37**	.22	.18	**.35**	.21	.13-.54	**.37**	.23
Clerical Job: No	2,971	50	.18	.16	**.35**	.13	.27-.43	.18-.52	**.37**	.14	.18	**.35**	.13	.27-.43	**.38**	.14
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,864	48	.18	.16	**.35**	.14	.27-.43	.18-.53	**.37**	.15	.18	**.36**	.14	.27-.44	**.38**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,092	7	.15	.10	**.24**	.11	.07-.41	.11-.38	**.25**	.11	.16	**.25**	.09	.09-.41	**.26**	.10
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,092	7	.15	.10	**.24**	.11	.07-.41	.11-.38	**.25**	.11	.16	**.25**	.09	.09-.41	**.26**	.10
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,517	3	.09	.08	**.19**	.12	.01-.36	.04-.34	**.20**	.12	.09	**.19**	.07	.01-.36	**.19**	.07
Context: Admin.	1,575	4	.21	.12	**.29**	.09	.13-.44	.17-.41	**.30**	.10	.21	**.29**	.09	.13-.44	**.30**	.10
Sample Type: Civilian	1,116	7	.20	.09	**.37**	.00	.25-.48	.37-.37	**.38**	.00	.22	**.41**	.00	.28-.53	**.43**	.00
Age: Below 40	984	5	.19	.09	**.36**	.00	.22-.50	.36-.36	**.38**	.00	.22	**.41**	.00	.25-.55	**.43**	.00

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	984	5	.19	.09	**.36**	.00	.22-.50	.36-.36	**.38**	.00	.22	**.41**	.00	.25-.56	**.43**	.00
Clerical Job: Yes	132	2	.23	.13	**.42**	.00	.08-.70	.42-.42	**.43**	.00	.23	**.42**	.00	.08-.70	**.43**	.00
Context: Research	455	4	.26	.09	**.47**	.00	.31-.61	.47-.47	**.49**	.00	.25	**.46**	.00	.27-.62	**.47**	.00
Context: Admin.	529	1	.14	--	**.27**	--	.11-.42	-----	**.28**	--	.14	**.27**	--	.11-.42	**.28**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	866	14	.30	.17	**.51**	.13	.37-.64	.35-.67	**.53**	.13	.30	**.51**	.13	.37-.64	**.53**	.13
Simple Moderator Analyses																
Complexity: High	326	5	.39	.19	**.65**	.11	.40-.84	.51-.79	**.67**	.11	.39	**.65**	.11	.40-.84	**.67**	.11
Complexity: Medium	223	3	.37	.09	**.64**	.00	.50-.76	.64-.64	**.66**	.00	.37	**.64**	.00	.50-.76	**.66**	.00
Complexity: Low	112	2	.14	.21	**.26**	.30	-.30-.73	-.12-.64	**.27**	.31	.14	**.26**	.30	-.30-.73	**.27**	.31
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	866	14	.30	.17	**.51**	.13	.37-.64	.35-.67	**.53**	.13	.30	**.51**	.13	.37-.64	**.53**	.13
Age: Below 40	30	1	-.07	--	**-.13**	--	-.71-.52	-----	**-.14**	--	-.07	**-.13**	--	-.71-.52	**-.14**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	780	12	.29	.18	**.50**	.16	.34-.65	.30-.70	**.52**	.16	.29	**.50**	.16	.34-.65	**.52**	.16
Clerical Job: Yes	86	2	.38	.06	**.59**	.00	.47-.69	.59-.59	**.61**	.00	.38	**.59**	.00	.47-.69	**.61**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	326	5	.39	.19	**.65**	.11	.40-.84	.51-.79	**.67**	.11	.39	**.65**	.11	.40-.84	**.67**	.11
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	326	5	.39	.19	**.65**	.11	.40-.84	.51-.79	**.67**	.11	.39	**.65**	.11	.40-.84	**.67**	.11
Age: Below 40	30	1	-.07	--	**-.13**	--	-.72-.52	-----	**-.14**	--	-.07	**-.13**	--	-.72-.52	**-.14**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	326	5	.39	.19	**.65**	.11	.40-.84	.51-.79	**.67**	.11	.39	**.65**	.11	.40-.84	**.67**	.11
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	223	3	.37	.09	**.64**	.00	.50-.76	.64-.64	**.66**	.00	.37	**.64**	.00	.50-.76	**.66**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	223	3	.37	.09	**.64**	.00	.50-.76	.64-.64	**.66**	.00	.37	**.64**	.00	.50-.76	**.66**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	179	2	.36	.10	**.63**	.00	.40-.80	.63-.63	**.65**	.00	.36	**.63**	.00	.40-.80	**.65**	.00
Clerical Job: Yes	44	1	.41	--	**.70**	--	.31-.95	-----	**.72**	--	.41	**.70**	--	.31-.95	**.72**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	112	2	.14	.21	**.26**	.30	-.30-.73	-.12-.64	**.27**	.31	.14	**.26**	.30	-.30-.73	**.27**	.31
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	112	2	.14	.21	**.26**	.30	-.30-.73	-.12-.64	**.27**	.31	.14	**.26**	.30	-.30-.73	**.27**	.31
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	70	1	.02	--	**.04**	--	-.41-.47	-----	**.04**	--	.02	**.04**	--	-.41-.47	**.04**	--
Clerical Job: Yes	42	1	.33	--	**.59**	--	.11-.90	-----	**.61**	--	.33	**.59**	--	.11-.90	**.61**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	1,674	12	.07	.09	**.13**	.02	-.02-.28	.11-.15	**.13**	.02	.07	**.13**	.00	-.03-.29	**.13**	.00
Simple Moderator Analyses																
Complexity: High	647	7	.01	.11	**.03**	.06	-.15-.21	-.05-.11	**.03**	.07	.01	**.03**	.06	-.16-.21	**.03**	.07
Complexity: Medium	739	2	.13	.00	**.22**	.00	-.01-.44	.22-.22	**.23**	.00	.13	**.22**	.00	-.02-.44	**.23**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	500	2	-.02	.13	**-.05**	.24	-.42-.34	-.36-.27	**-.05**	.25	-.02	**-.05**	.24	-.42-.34	**-.05**	.25
Sample Type: Civilian	1,174	10	.11	.06	**.19**	.00	.05-.33	.19-.19	**.20**	.00	.11	**.19**	.00	.05-.34	**.20**	.00
Age: Below 40	113	1	-.05	--	**-.09**	--	-.45-.27	-----	**-.10**	--	-.05	**-.09**	--	-.47-.30	**-.10**	--
Age: 40 and above	110	1	.10	--	**.21**	--	-.18-.56	-----	**.22**	--	.10	**.21**	--	-.18-.56	**.22**	--
Clerical Job: No	1,674	12	.07	.09	**.13**	.02	-.02-.28	.11-.15	**.13**	.02	.07	**.13**	.00	-.03-.29	**.13**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,251	11	.05	.10	**.10**	.01	-.02-.22	.08-.11	**.10**	.01	.04	**.09**	.00	-.04-.22	**.09**	.00
Context: Admin.	423	1	.15	--	**.22**	--	-.01-.45	-----	**.24**	--	.15	**.22**	--	-.01-.45	**.24**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																

All	1,629	9	.07	.09	**.13**	.10	-.04-.29	.00-.26	**.13**	.10	.07	**.12**	.11	-.06-.30	**.13**	.11
Simple Moderator Analyses																
Complexity: High	602	4	.01	.12	**.02**	.20	-.25-.28	-.24-.27	**.02**	.21	.01	**.02**	.20	-.25-.28	**.02**	.21
Complexity: Medium	739	2	.13	.00	**.22**	.00	-.01-.44	.22-.22	**.23**	.00	.13	**.22**	.00	-.02-.44	**.23**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	500	2	-.02	.13	**-.05**	.24	-.42-.34	-.36-.27	**-.05**	.25	-.02	**-.05**	.24	-.42-.34	**-.05**	.25
Sample Type: Civilian	1,129	7	.11	.06	**.19**	.00	.03-.35	.19-.19	**.20**	.00	.11	**.19**	.00	.03-.36	**.20**	.00
Age: Below 40	113	1	-.05	--	**-.09**	--	-.45-.27	-----	**-.10**	--	-.05	**-.09**	--	-.47-.30	**-.10**	--
Age: 40 and above	110	1	.10	--	**.21**	--	-.18-.56	-----	**.22**	--	.10	**.21**	--	-.18-.56	**.22**	--
Clerical Job: No	1,629	9	.07	.09	**.13**	.10	-.04-.29	.00-.26	**.13**	.10	.07	**.12**	.11	-.06-.30	**.13**	.11
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,206	8	.04	.10	**.09**	.12	-.05-.24	-.06-.24	**.10**	.12	.04	**.09**	.12	-.07-.24	**.09**	.13
Context: Admin.	423	1	.15	--	**.22**	--	-.01-.45	-----	**.24**	--	.15	**.22**	--	-.01-.45	**.24**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	147	5	.10	.07	**.20**	.00	.09-.31	.20-.20	**.20**	.00	.10	**.20**	.00	.09-.31	**.20**	.00
Simple Moderator Analyses																
Complexity: High	147	5	.10	.07	**.20**	.00	.09-.31	.20-.20	**.21**	.00	.10	**.20**	.00	.09-.31	**.21**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	147	5	.10	.07	**.20**	.00	.09-.31	.20-.20	**.20**	.00	.10	**.20**	.00	.09-.31	**.20**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	147	5	.10	.07	**.20**	.00	.09-.31	.20-.20	**.21**	.00	.10	**.20**	.00	.09-.31	**.21**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	147	5	.10	.07	**.19**	.00	.08-.30	.19-.19	**.20**	.00	.10	**.19**	.00	.08-.30	**.20**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																

All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	10,229	8	.15	.06	**.30**	.00	.21-.38	.30-.30	**.30**	.00	.06	**.13**	.07	.00-.25	**.13**	.07
Simple Moderator Analyses																
Complexity: High	1,249	3	.01	.04	**.02**	.00	-.07-.11	.02-.02	**.02**	.00	.02	**.04**	.00	-.05-.13	**.04**	.00
Complexity: Medium	75	1	.17	--	**.32**	--	-.10-.67	-----	**.33**	--	.17	**.32**	--	-.10-.67	**.33**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	.17	--	**.35**	--	.31-.38	-----	**.35**	--	.17	**.35**	--	.21-.47	**.35**	--
Sample Type: Civilian	1,587	7	.02	.07	**.04**	.04	-.05-.14	-.01-.09	**.04**	.04	.04	**.06**	.00	-.04-.17	**.07**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	263	3	.03	.14	**.06**	.18	-.25-.36	-.17-.28	**.06**	.18	.03	**.06**	.18	-.25-.36	**.06**	.18
Clerical Job: No	10,154	7	.15	.06	**.30**	.00	.20-.38	.30-.30	**.30**	.00	.05	**.11**	.08	-.03-.25	**.12**	.08
Clerical Job: Yes	75	1	.17	--	**.28**	--	-.09-.61	-----	**.29**	--	.17	**.28**	--	-.09-.61	**.29**	--
Context: Research	10,154	7	.15	.06	**.30**	.00	.21-.39	.30-.30	**.31**	.00	.06	**.12**	.09	-.03-.25	**.12**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	10,154	7	.15	.06	**.30**	.00	.20-.38	.30-.30	**.30**	.00	.05	**.11**	.08	-.03-.25	**.12**	.08
Simple Moderator Analyses																
Complexity: High	1,249	3	.01	.04	**.02**	.00	-.07-.11	.02-.02	**.02**	.00	.02	**.04**	.00	-.05-.13	**.04**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	.17	--	**.35**	--	.31-.38	-----	**.35**	--	.17	**.35**	--	.21-.47	**.35**	--
Sample Type: Civilian	1,512	6	.02	.06	**.03**	.00	-.06-.12	.03-.03	**.03**	.00	.03	**.05**	.00	-.06-.15	**.05**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	263	3	.03	.14	**.06**	.18	-.25-.36	-.17-.28	**.06**	.18	.03	**.06**	.18	-.25-.36	**.06**	.18
Clerical Job: No	10,154	7	.15	.06	**.30**	.00	.20-.38	.30-.30	**.30**	.00	.05	**.11**	.08	-.03-.25	**.12**	.08
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	10,154	7	.15	.06	**.30**	.00	.21-.39	.30-.30	**.31**	.00	.06	**.12**	.09	-.03-.25	**.12**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																

All	75	1	.17	--	**.31**	--	-.09-.65	-----	**.32**	--	.17	**.31**	--	-.09-.65	**.32**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	75	1	.17	--	**.32**	--	-.10-.67	-----	**.33**	--	.17	**.32**	--	-.10-.67	**.33**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	75	1	.17	--	**.31**	--	-.09-.65	-----	**.32**	--	.17	**.31**	--	-.09-.65	**.32**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	75	1	.17	--	**.28**	--	-.09-.61	-----	**.29**	--	.17	**.28**	--	-.09-.61	**.29**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	19,197	1	.35	--	**.64**	--	.62-.66	-----	**.66**	--	.35	**.64**	--	.46-.79	**.66**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	19,197	1	.35	--	**.64**	--	.62-.66	-----	**.66**	--	.35	**.64**	--	.55-.73	**.66**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	19,197	1	.35	--	**.64**	--	.62-.66	-----	**.65**	--	.35	**.64**	--	.36-.84	**.66**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	19,197	1	.35	--	**.64**	--	.62-.66	-----	**.66**	--	.35	**.64**	--	.46-.79	**.66**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	19,197	1	.35	--	**.64**	--	.62-.66	-----	**.65**	--	.35	**.64**	--	.50-.75	**.65**	--

Table A4

Predictive Validity for *g* and Counterproductive Work Behaviors

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	48,684	20	-.03	.05	**-.04**	.07	-.08--.01	-.13-.04	**-.05**	.07	-.03	**-.05**	.14	-.13-.03	**-.05**	.14
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	4,566	9	-.02	.09	**-.03**	.12	-.12-.06	-.18-.12	**-.03**	.12	.00	**-.01**	.10	-.09-.08	**-.01**	.10
Complexity: Low	1,772	4	-.03	.09	**-.05**	.13	-.19-.09	-.22-.11	**-.05**	.13	-.05	**-.07**	.00	-.21-.07	**-.07**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	46,061	14	-.03	.04	**-.04**	.05	-.07--.01	-.10-.02	**-.04**	.05	-.02	**-.03**	.10	-.10-.03	**-.04**	.11
Sample Type: Civilian	2,623	6	-.07	.16	**-.10**	.20	-.26-.07	-.35-.15	**-.10**	.21	-.07	**-.10**	.22	-.29-.10	**-.10**	.23
Age: Below 40	40,902	5	-.03	.04	**-.05**	.05	-.10-.00	-.11-.02	**-.05**	.05	-.13	**-.20**	.12	-.37--.02	**-.20**	.13
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	48,244	19	-.03	.05	**-.04**	.07	-.08--.01	-.14-.05	**-.05**	.07	-.03	**-.05**	.14	-.13-.03	**-.05**	.15
Clerical Job: Yes	440	1	-.02	--	**-.03**	--	-.17-.11	-----	**-.03**	--	-.02	**-.03**	--	-.23-.17	**-.03**	--
Context: Research	4,362	9	.01	.08	**.01**	.10	-.07-.09	-.11-.14	**.01**	.10	.01	**.01**	.06	-.07-.09	**.01**	.06
Context: Admin.	42,903	10	-.03	.04	**-.04**	.06	-.08--.01	-.12-.03	**-.05**	.06	-.05	**-.08**	.19	-.21-.05	**-.08**	.19
Objective--Composite/Overall CWB Measures																
All	48,684	20	-.03	.05	**-.05**	.07	-.08--.01	-.14-.05	**-.05**	.07	-.03	**-.05**	.14	-.13-.03	**-.05**	.14
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	4,566	9	-.03	.10	**-.04**	.13	-.13-.06	-.21-.13	**-.04**	.14	-.01	**-.01**	.11	-.10-.08	**-.01**	.11
Complexity: Low	1,772	4	-.03	.09	**-.05**	.13	-.19-.09	-.22-.11	**-.05**	.13	-.05	**-.07**	.00	-.21-.07	**-.07**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	46,061	14	-.03	.04	**-.04**	.05	-.07--.01	-.10-.02	**-.04**	.05	-.02	**-.03**	.10	-.10-.03	**-.04**	.11
Sample Type: Civilian	2,623	6	-.08	.16	**-.11**	.21	-.28-.06	-.37-.15	**-.11**	.21	-.08	**-.10**	.23	-.29-.09	**-.11**	.24
Age: Below 40	40,902	5	-.03	.04	**-.05**	.06	-.10-.01	-.12-.03	**-.05**	.06	-.14	**-.21**	.13	-.38--.02	**-.21**	.13
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	48,244	19	-.03	.05	**-.05**	.07	-.08--.01	-.14-.05	**-.05**	.07	-.03	**-.05**	.15	-.13-.03	**-.05**	.15

Clerical Job: Yes	440	1	-.02	--	**-.03**	--	-.17-.11	-----	**-.03**	--	-.02	**-.03**	--	-.23-.17	**-.03**	--
Context: Research	4,362	9	.01	.08	**.01**	.10	-.07-.09	-.11-.14	**.01**	.10	.01	**.01**	.06	-.07-.09	**.01**	.06
Context: Admin.	42,903	10	-.03	.04	**-.04**	.06	-.09-.00	-.12-.03	**-.05**	.06	-.06	**-.09**	.19	-.22-.05	**-.09**	.20
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	815	1	-.19	--	**-.25**	--	-.33--.16	-----	**-.26**	--	-.19	**-.25**	--	-.41--.08	**-.26**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	815	1	-.19	--	**-.27**	--	-.35--.17	-----	**-.27**	--	-.19	**-.27**	--	-.41--.11	**-.28**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	815	1	-.19	--	**-.25**	--	-.33--.16	-----	**-.26**	--	-.19	**-.25**	--	-.39--.10	**-.26**	--
Age: Below 40	815	1	-.19	--	**-.26**	--	-.34--.17	-----	**-.26**	--	-.19	**-.26**	--	-.49-.00	**-.26**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	815	1	-.19	--	**-.25**	--	-.34--.17	-----	**-.26**	--	-.19	**-.25**	--	-.42--.08	**-.26**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	815	1	-.19	--	**-.28**	--	-.37--.18	-----	**-.29**	--	-.19	**-.28**	--	-.41--.14	**-.29**	--
Objective--CWB-I Measures																
All	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.32-.03	**-.15**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	815	1	-.11	--	**-.16**	--	-.25--.06	-----	**-.16**	--	-.11	**-.16**	--	-.31-.01	**-.16**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.30-.01	**-.15**	--
Age: Below 40	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.40-.12	**-.15**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.32-.03	**-.15**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	815	1	-.11	--	**-.16**	--	-.26--.06	-----	**-.17**	--	-.11	**-.16**	--	-.31--.02	**-.17**	--
Objective--CWB-I Measures---Overall CWB-I																

All	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.32-.03	**-.15**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	815	1	-.11	--	**-.16**	--	-.25--.06	-----	**-.16**	--	-.11	**-.16**	--	-.31-.01	**-.16**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.30-.01	**-.15**	--
Age: Below 40	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.40-.12	**-.15**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	815	1	-.11	--	**-.15**	--	-.24--.06	-----	**-.15**	--	-.11	**-.15**	--	-.32-.03	**-.15**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	815	1	-.11	--	**-.16**	--	-.26--.06	-----	**-.17**	--	-.11	**-.16**	--	-.31--.02	**-.17**	--
Objective--CWB-O Measures																
All	815	1	-.20	--	**-.26**	--	-.35--.18	-----	**-.27**	--	-.20	**-.26**	--	-.42--.10	**-.27**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	815	1	-.20	--	**-.28**	--	-.36--.19	-----	**-.29**	--	-.20	**-.28**	--	-.42--.13	**-.29**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	815	1	-.20	--	**-.26**	--	-.35--.18	-----	**-.27**	--	-.20	**-.26**	--	-.41--.11	**-.27**	--
Age: Below 40	815	1	-.20	--	**-.27**	--	-.35--.18	-----	**-.28**	--	-.20	**-.27**	--	-.50--.01	**-.28**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	815	1	-.20	--	**-.27**	--	-.35--.18	-----	**-.28**	--	-.20	**-.27**	--	-.43--.10	**-.28**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	815	1	-.20	--	**-.29**	--	-.38--.20	-----	**-.30**	--	-.20	**-.29**	--	-.42--.15	**-.30**	--
Objective--CWB-O Measures---Overall CWB-O																
All	815	1	-.20	--	**-.26**	--	-.35--.18	-----	**-.27**	--	-.20	**-.26**	--	-.42--.10	**-.27**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	815	1	-.20	--	**-.28**	--	-.36--.19	-----	**-.29**	--	-.20	**-.28**	--	-.42--.13	**-.29**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	815	1	-.20	--	**-.26**	--	-.35--.18	-----	**-.27**	--	-.20	**-.26**	--	-.41--.11	**-.27**	--
Age: Below 40	815	1	-.20	--	**-.27**	--	-.35--.18	-----	**-.28**	--	-.20	**-.27**	--	-.50--.01	**-.28**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	815	1	-.20	--	**-.27**	--	-.35--.18	-----	**-.28**	--	-.20	**-.27**	--	-.43--.10	**-.28**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	815	1	-.20	--	**-.29**	--	-.38--.20	-----	**-.30**	--	-.20	**-.29**	--	-.42--.15	**-.30**	--
Subjective--Supervisor Ratings---All CWB Measures																
All	3,356	9	-.14	.09	**-.27**	.10	-.37--.16	-.39--.14	**-.27**	.10	-.11	**-.21**	.14	-.36--.07	**-.22**	.15
Simple Moderator Analyses																
Complexity: High	1,022	2	-.09	.01	**-.17**	.00	-.21--.14	-.17--.17	**-.18**	.00	-.10	**-.18**	.00	-.23--.12	**-.18**	.00
Complexity: Medium	399	3	-.16	.16	**-.31**	.22	-.60-.05	-.59--.02	**-.32**	.23	-.16	**-.31**	.22	-.60-.05	**-.32**	.23
Complexity: Low	209	2	.00	.17	**.00**	.27	-.44-.44	-.35-.35	**.00**	.28	-.02	**-.04**	.27	-.49-.42	**-.04**	.28
Sample Type: USES	113	1	-.29	--	**-.55**	--	-.77--.25	-----	**-.58**	--	-.29	**-.55**	--	-.80--.20	**-.58**	--
Sample Type: Military	1,580	1	-.19	--	**-.38**	--	-.47--.29	-----	**-.39**	--	-.19	**-.38**	--	-.51--.25	**-.39**	--
Sample Type: Civilian	1,663	7	-.08	.08	**-.14**	.07	-.25--.03	-.23--.05	**-.15**	.07	-.07	**-.13**	.10	-.27-.01	**-.13**	.10
Age: Below 40	477	4	-.07	.14	**-.13**	.20	-.38-.13	-.38-.12	**-.13**	.20	-.07	**-.13**	.17	-.38-.13	**-.14**	.17
Age: 40 and above	113	1	-.29	--	**-.54**	--	-.76--.24	-----	**-.57**	--	-.29	**-.54**	--	-.76--.24	**-.57**	--
Clerical Job: No	3,356	9	-.14	.09	**-.27**	.10	-.37--.16	-.39--.14	**-.27**	.10	-.11	**-.22**	.14	-.36--.06	**-.22**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,356	9	-.14	.09	**-.27**	.09	-.37--.16	-.39--.15	**-.27**	.10	-.11	**-.22**	.14	-.36--.07	**-.22**	.14
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	198	2	-.20	.06	**-.36**	.00	-.50--.20	-.36--.36	**-.37**	.00	-.20	**-.36**	.00	-.50--.20	**-.37**	.00
Simple Moderator Analyses																
Complexity: High	59	1	-.13	--	**-.24**	--	-.65-.23	-----	**-.25**	--	-.13	**-.24**	--	-.65-.23	**-.25**	--
Complexity: Medium	139	1	-.23	--	**-.43**	--	-.66--.14	-----	**-.44**	--	-.23	**-.43**	--	-.66--.14	**-.44**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	198	2	-.20	.06	**-.36**	.00	-.50--.20	-.36--.36	**-.37**	.00	-.20	**-.36**	.00	-.50--.20	**-.37**	.00
Age: Below 40	198	2	-.20	.06	**-.36**	.00	-.51--.21	-.36--.36	**-.37**	.00	-.19	**-.35**	.00	-.50--.18	**-.36**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	198	2	-.20	.06	**-.36**	.00	-.50--.20	-.36--.36	**-.37**	.00	-.20	**-.36**	.00	-.50--.20	**-.37**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	198	2	-.20	.06	**-.35**	.00	-.49--.20	-.35--.35	**-.36**	.00	-.20	**-.35**	.00	-.49--.20	**-.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	198	2	-.20	.06	**-.36**	.00	-.50--.20	-.36--.36	**-.37**	.00	-.20	**-.36**	.00	-.50--.20	**-.37**	.00
Simple Moderator Analyses																
Complexity: High	59	1	-.13	--	**-.24**	--	-.65-.23	-----	**-.25**	--	-.13	**-.24**	--	-.65-.23	**-.25**	--
Complexity: Medium	139	1	-.23	--	**-.43**	--	-.66--.14	-----	**-.44**	--	-.23	**-.43**	--	-.66--.14	**-.44**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	198	2	-.20	.06	**-.36**	.00	-.50--.20	-.36--.36	**-.37**	.00	-.20	**-.36**	.00	-.50--.20	**-.37**	.00
Age: Below 40	198	2	-.20	.06	**-.36**	.00	-.51--.21	-.36--.36	**-.37**	.00	-.19	**-.35**	.00	-.50--.18	**-.36**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	198	2	-.20	.06	**-.36**	.00	-.50--.20	-.36--.36	**-.37**	.00	-.20	**-.36**	.00	-.50--.20	**-.37**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	198	2	-.20	.06	**-.35**	.00	-.49--.20	-.35--.35	**-.36**	.00	-.20	**-.35**	.00	-.49--.20	**-.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	3,158	7	-.13	.09	**-.26**	.11	-.38--.14	-.40--.11	**-.27**	.12	-.09	**-.18**	.16	-.35--.01	**-.19**	.17
Simple Moderator Analyses																
Complexity: High	963	1	-.09	--	**-.17**	--	-.28--.05	-----	**-.17**	--	-.09	**-.17**	--	-.36-.03	**-.17**	--
Complexity: Medium	260	2	-.12	.21	**-.24**	.36	-.71-.33	-.69-.22	**-.25**	.37	-.12	**-.24**	.36	-.71-.33	**-.25**	.37
Complexity: Low	209	2	.00	.17	**.00**	.27	-.44-.44	-.35-.35	**.00**	.28	-.02	**-.04**	.27	-.49-.42	**-.04**	.28
Sample Type: USES	113	1	-.29	--	**-.55**	--	-.77--.25	-----	**-.58**	--	-.29	**-.55**	--	-.80--.20	**-.58**	--

Sample Type: Military	1,580	1	-.19	--	**-.38**	--	-.47--.29	-----	**-.39**	--	-.19	**-.38**	--	-.51--.25	**-.39**	--
Sample Type: Civilian	1,465	5	-.06	.07	**-.11**	.05	-.22-.00	-.18--.05	**-.12**	.05	-.04	**-.07**	.04	-.20-.07	**-.07**	.04
Age: Below 40	279	2	.02	.09	**.04**	.06	-.20-.27	-.04-.12	**.04**	.07	.03	**.05**	.00	-.19-.28	**.05**	.00
Age: 40 and above	113	1	-.29	--	**-.54**	--	-.76--.24	-----	**-.57**	--	-.29	**-.54**	--	-.76--.24	**-.57**	--
Clerical Job: No	3,158	7	-.13	.09	**-.26**	.11	-.38--.14	-.41--.11	**-.27**	.12	-.09	**-.18**	.17	-.35--.01	**-.19**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,158	7	-.13	.09	**-.26**	.11	-.38--.14	-.40--.12	**-.27**	.11	-.10	**-.19**	.16	-.35--.01	**-.19**	.17
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	369	3	-.05	.08	**-.08**	.00	-.24-.08	-.08--.08	**-.09**	.00	-.05	**-.08**	.00	-.24-.08	**-.09**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	147	1	.01	--	**.02**	--	-.29-.33	-----	**.02**	--	.01	**.02**	--	-.29-.33	**.02**	--
Complexity: Low	76	1	-.16	--	**-.31**	--	-.66-.12	-----	**-.32**	--	-.16	**-.31**	--	-.66-.12	**-.32**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	369	3	-.05	.08	**-.08**	.00	-.24-.08	-.08--.08	**-.09**	.00	-.05	**-.08**	.00	-.24-.08	**-.09**	.00
Age: Below 40	146	1	-.04	--	**-.07**	--	-.37-.23	-----	**-.08**	--	-.04	**-.07**	--	-.43-.29	**-.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	369	3	-.05	.08	**-.08**	.00	-.24-.08	-.08--.08	**-.09**	.00	-.05	**-.08**	.00	-.24-.08	**-.09**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	369	3	-.05	.08	**-.08**	.00	-.23-.08	-.08--.08	**-.08**	.00	-.05	**-.08**	.00	-.23-.08	**-.08**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	963	1	-.09	--	**-.16**	--	-.27--.05	-----	**-.17**	--	-.09	**-.16**	--	-.39-.08	**-.17**	--
Simple Moderator Analyses																
Complexity: High	963	1	-.09	--	**-.17**	--	-.28--.05	-----	**-.17**	--	-.09	**-.17**	--	-.36-.03	**-.17**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	963	1	-.09	--	**-.16**	--	-.27--.05	-----	**-.17**	--	-.09	**-.16**	--	-.37-.05	**-.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	963	1	-.09	--	**-.16**	--	-.27--.05	-----	**-.17**	--	-.09	**-.16**	--	-.40-.08	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	963	1	-.09	--	**-.16**	--	-.27--.05	-----	**-.16**	--	-.09	**-.16**	--	-.37-.06	**-.16**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	1,580	1	-.19	--	**-.38**	--	-.47--.29	-----	**-.39**	--	-.19	**-.38**	--	-.60--.13	**-.39**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,580	1	-.19	--	**-.38**	--	-.47--.29	-----	**-.39**	--	-.19	**-.38**	--	-.51--.25	**-.39**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,580	1	-.19	--	**-.38**	--	-.47--.29	-----	**-.39**	--	-.19	**-.38**	--	-.60--.13	**-.39**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,580	1	-.19	--	**-.40**	--	-.48--.30	-----	**-.40**	--	-.19	**-.40**	--	-.60--.15	**-.41**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	12,681	2	.02	.09	**.03**	.19	-.23-.29	-.21-.28	**.03**	.20	-.01	**-.02**	.15	-.30-.26	**-.02**	.16
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	12,681	2	.02	.09	**.03**	.19	-.23-.29	-.21-.28	**.03**	.20	-.01	**-.02**	.19	-.30-.26	**-.02**	.20
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	12,681	2	.02	.09	**.03**	.19	-.23-.29	-.21-.28	**.03**	.20	-.01	**-.02**	.15	-.30-.26	**-.02**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	8,642	1	.06	--	**.13**	--	.09-.18	-----	**.13**	--	.06	**.13**	--	-.14-.39	**.13**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	12,681	2	.02	.09	**.03**	.19	-.23-.29	-.21-.28	**.03**	.20	-.01	**-.02**	.15	-.30-.26	**-.02**	.16
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	12,681	2	.02	.09	**.03**	.19	-.23-.29	-.21-.28	**.03**	.20	-.01	**-.02**	.19	-.30-.26	**-.02**	.20
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	12,681	2	.02	.09	**.03**	.19	-.23-.29	-.21-.28	**.03**	.20	-.01	**-.02**	.15	-.30-.26	**-.02**	.15
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	8,642	1	.06	--	**.13**	--	.09-.18	-----	**.13**	--	.06	**.13**	--	-.14-.39	**.13**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---All CWB Measures																
All	1,632	6	.09	.07	**.15**	.07	.05-.25	.06-.24	**.16**	.07	.10	**.16**	.09	.04-.28	**.16**	.09
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	288	2	.06	.04	**.11**	.00	.00-.21	.11-.11	**.11**	.00	.06	**.11**	.00	.00-.21	**.11**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,632	6	.09	.07	**.15**	.07	.05-.25	.06-.24	**.16**	.07	.10	**.16**	.08	.04-.28	**.17**	.09
Age: Below 40	1,458	5	.10	.08	**.16**	.07	.05-.27	.07-.26	**.17**	.08	.13	**.21**	.08	.04-.37	**.21**	.09
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,518	5	.09	.08	**.15**	.09	.04-.26	.04-.26	**.16**	.09	.10	**.16**	.11	.01-.30	**.16**	.12
Clerical Job: Yes	114	1	.10	--	**.15**	--	-.12-.41	-----	**.15**	--	.10	**.15**	--	-.12-.41	**.15**	--
Context: Research	1,632	6	.09	.07	**.15**	.06	.05-.24	.06-.23	**.15**	.07	.10	**.16**	.08	.04-.27	**.16**	.08
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	1,383	5	.05	.08	**.08**	.10	-.05-.20	-.05-.20	**.08**	.10	.07	**.11**	.11	-.04-.26	**.12**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Medium	288	2	.08	.03	**.13**	.00	.07-.20	.13-.13	**.14**	.00	.08	**.13**	.00	.07-.20	**.14**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,383	5	.05	.08	**.08**	.10	-.05-.20	-.05-.20	**.08**	.10	.07	**.11**	.11	-.04-.26	**.11**	.12
Age: Below 40	1,209	4	.04	.09	**.07**	.12	-.08-.23	-.08-.23	**.08**	.12	.10	**.17**	.16	-.07-.39	**.17**	.17
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,269	4	.04	.09	**.07**	.11	-.08-.21	-.08-.22	**.07**	.12	.06	**.11**	.15	-.09-.30	**.11**	.15
Clerical Job: Yes	114	1	.10	--	**.15**	--	-.12-.41	-----	**.16**	--	.10	**.15**	--	-.12-.41	**.16**	--
Context: Research	1,383	5	.05	.08	**.07**	.09	-.04-.19	-.05-.20	**.08**	.10	.07	**.11**	.11	-.04-.25	**.11**	.11
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	189	1	-.04	--	**-.07**	--	-.29-.16	-----	**-.07**	--	-.04	**-.07**	--	-.29-.16	**-.07**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	189	1	-.04	--	**-.07**	--	-.29-.16	-----	**-.07**	--	-.04	**-.07**	--	-.29-.16	**-.07**	--
Age: Below 40	189	1	-.04	--	**-.07**	--	-.30-.17	-----	**-.07**	--	-.04	**-.07**	--	-.39-.26	**-.07**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	189	1	-.04	--	**-.07**	--	-.30-.16	-----	**-.07**	--	-.04	**-.07**	--	-.30-.16	**-.07**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	189	1	-.04	--	**-.07**	--	-.29-.16	-----	**-.07**	--	-.04	**-.07**	--	-.29-.16	**-.07**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB-I Measures																
All	1,051	3	.06	.07	**.10**	.06	-.02-.22	.02-.18	**.11**	.06	.07	**.11**	.07	-.04-.26	**.12**	.07
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	-.01	--	**-.02**	--	-.28-.24	-----	**-.02**	--	-.01	**-.02**	--	-.28-.24	**-.02**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	1,051	3	.06	.07	**.10**	.06	-.02-.22	.02-.18	**.11**	.06	.07	**.11**	.07	-.03-.26	**.12**	.07
Age: Below 40	877	2	.08	.07	**.13**	.07	-.03-.28	.04-.22	**.13**	.07	.10	**.17**	.00	-.01-.33	**.17**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,051	3	.06	.07	**.10**	.06	-.02-.22	.02-.18	**.11**	.06	.07	**.11**	.06	-.04-.26	**.12**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,051	3	.06	.07	**.10**	.06	-.02-.22	.02-.17	**.10**	.06	.07	**.11**	.07	-.03-.26	**.12**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	174	1	-.02	--	**-.03**	--	-.27-.21	-----	**-.03**	--	-.02	**-.03**	--	-.27-.21	**-.03**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	-.02	--	**-.03**	--	-.29-.22	-----	**-.04**	--	-.02	**-.03**	--	-.29-.22	**-.04**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	174	1	-.02	--	**-.03**	--	-.27-.21	-----	**-.03**	--	-.02	**-.03**	--	-.27-.21	**-.03**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	174	1	-.02	--	**-.03**	--	-.27-.21	-----	**-.03**	--	-.02	**-.03**	--	-.27-.21	**-.03**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	174	1	-.02	--	**-.03**	--	-.26-.20	-----	**-.03**	--	-.02	**-.03**	--	-.26-.20	**-.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	1,051	3	.06	.06	**.11**	.05	-.01-.22	.04-.17	**.11**	.06	.07	**.12**	.05	-.03-.26	**.12**	.05
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	.00	--	**.00**	--	-.26-.26	-----	**.00**	--	.00	**.00**	--	-.26-.26	**.00**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,051	3	.06	.06	**.11**	.05	-.01-.22	.04-.17	**.11**	.06	.07	**.12**	.06	-.02-.26	**.12**	.06
Age: Below 40	877	2	.08	.07	**.13**	.07	-.03-.28	.04-.22	**.13**	.07	.10	**.17**	.00	-.01-.33	**.17**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,051	3	.06	.06	**.11**	.05	-.01-.22	.04-.18	**.11**	.06	.07	**.12**	.05	-.03-.26	**.12**	.05

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,051	3	.06	.06	**.10**	.05	-.01-.22	.04-.17	**.11**	.05	.07	**.12**	.06	-.02-.25	**.12**	.06
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB-O Measures																
All	864	2	.10	.03	**.16**	.00	.09-.22	.16-.16	**.16**	.00	.08	**.13**	.00	.05-.22	**.14**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	.05	--	**.09**	--	-.16-.34	-----	**.10**	--	.05	**.09**	--	-.16-.34	**.10**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	864	2	.10	.03	**.16**	.00	.09-.22	.16-.16	**.16**	.00	.09	**.14**	.00	.06-.22	**.14**	.00
Age: Below 40	690	1	.11	--	**.18**	--	.05-.29	-----	**.18**	--	.11	**.18**	--	-.15-.48	**.18**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	864	2	.10	.03	**.16**	.00	.09-.22	.16-.16	**.16**	.00	.08	**.14**	.00	.05-.22	**.14**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	864	2	.10	.03	**.15**	.00	.09-.22	.15-.15	**.16**	.00	.08	**.13**	.00	.05-.21	**.14**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	174	1	.11	--	**.18**	--	-.06-.40	-----	**.18**	--	.11	**.18**	--	-.06-.40	**.18**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	.11	--	**.19**	--	-.06-.42	-----	**.20**	--	.11	**.19**	--	-.06-.42	**.20**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	174	1	.11	--	**.18**	--	-.06-.40	-----	**.18**	--	.11	**.18**	--	-.06-.40	**.18**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	174	1	.11	--	**.18**	--	-.06-.41	-----	**.19**	--	.11	**.18**	--	-.06-.41	**.19**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	174	1	.11	--	**.17**	--	-.06-.39	-----	**.18**	--	.11	**.17**	--	-.06-.39	**.18**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Approach) Measures																

																	599
All	864	2	.11	.01	**.18**	.00	.15-.21	.18-.18	**.19**	.00		.10	**.17**	.00	.13-.21	**.18**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	.09	--	**.15**	--	-.10-.39	-----	**.16**	--		.09	**.15**	--	-.10-.39	**.16**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	864	2	.11	.01	**.18**	.00	.15-.21	.18-.18	**.19**	.00		.11	**.17**	.00	.13-.21	**.18**	.00
Age: Below 40	690	1	.12	--	**.19**	--	.07-.31	-----	**.20**	--		.12	**.19**	--	-.13-.49	**.20**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	864	2	.11	.01	**.18**	.00	.15-.21	.18-.18	**.19**	.00		.10	**.17**	.00	.13-.21	**.18**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	864	2	.11	.01	**.17**	.00	.14-.21	.17-.17	**.18**	.00		.11	**.17**	.00	.13-.20	**.17**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																	
All	689	2	.03	.06	**.05**	.02	-.08-.17	.02-.08	**.05**	.02		.01	**.02**	.00	-.13-.16	**.02**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	-.04	--	**-.07**	--	-.32-.19	-----	**-.07**	--		-.04	**-.07**	--	-.32-.19	**-.07**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	689	2	.03	.06	**.05**	.02	-.08-.17	.02-.08	**.05**	.02		.02	**.02**	.00	-.12-.17	**.03**	.00
Age: Below 40	515	1	.05	--	**.08**	--	-.06-.22	-----	**.09**	--		.05	**.08**	--	-.24-.40	**.09**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	689	2	.03	.06	**.05**	.02	-.08-.17	.02-.08	**.05**	.02		.01	**.02**	.00	-.13-.16	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	689	2	.03	.06	**.04**	.02	-.08-.17	.02-.07	**.05**	.02		.01	**.02**	.00	-.12-.16	**.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Table A4

Predictive Validity for *g* and Organizational Citizenship Behavior

Criterion	*N*	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	5,062	28	.06	.13	**.12**	.20	.03-.21	-.14-.37	**.12**	.21	.08	**.15**	.21	.05-.25	**.16**	.22
Simple Moderator Analyses																
Complexity: High	2,752	13	.04	.10	**.07**	.14	-.04-.18	-.11-.26	**.07**	.15	.04	**.09**	.15	-.03-.21	**.09**	.16
Complexity: Medium	1,380	8	.11	.16	**.21**	.25	.00-.41	-.11-.54	**.22**	.26	.13	**.26**	.23	.05-.46	**.27**	.24
Complexity: Low	209	2	-.02	.07	**-.04**	.00	-.23-.16	-.04--.04	**-.04**	.00	-.03	**-.05**	.00	-.25-.15	**-.05**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,024	6	.03	.06	**.06**	.05	-.04-.16	-.01-.13	**.06**	.05	.03	**.06**	.05	-.04-.16	**.06**	.05
Sample Type: Civilian	3,038	22	.08	.16	**.15**	.23	.03-.27	-.15-.45	**.16**	.24	.10	**.19**	.24	.06-.31	**.19**	.25
Age: Below 40	1,461	15	.10	.18	**.18**	.26	.01-.34	-.15-.51	**.18**	.26	.09	**.17**	.27	-.01-.34	**.18**	.28
Age: 40 and above	123	1	.32	--	**.57**	--	.31-.78	-----	**.60**	--	.32	**.57**	--	.31-.78	**.60**	--
Clerical Job: No	4,994	27	.06	.13	**.11**	.20	.02-.20	-.14-.37	**.12**	.20	.08	**.15**	.21	.04-.25	**.15**	.22
Clerical Job: Yes	68	1	.30	--	**.48**	--	.14-.78	-----	**.50**	--	.30	**.48**	--	.14-.78	**.50**	--
Context: Research	3,653	22	.08	.14	**.15**	.20	.04-.25	-.11-.40	**.15**	.21	.10	**.18**	.21	.07-.29	**.19**	.21
Context: Admin.	561	3	.03	.13	**.06**	.22	-.24-.35	-.23-.34	**.06**	.23	.03	**.06**	.22	-.24-.35	**.06**	.23
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	703	6	.19	.22	**.34**	.32	.03-.61	-.08-.75	**.35**	.34	.19	**.34**	.32	.03-.61	**.35**	.34
Simple Moderator Analyses																
Complexity: High	59	1	.20	--	**.37**	--	-.09-.73	-----	**.38**	--	.20	**.37**	--	-.09-.73	**.38**	--
Complexity: Medium	330	2	.30	.06	**.53**	.00	.39-.66	.53-.53	**.55**	.00	.30	**.53**	.00	.39-.66	**.55**	.00
Complexity: Low	133	1	.02	--	**.04**	--	-.29-.36	-----	**.04**	--	.02	**.04**	--	-.35-.42	**.04**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	703	6	.19	.22	**.34**	.32	.03-.61	-.08-.75	**.35**	.34	.19	**.34**	.32	.03-.61	**.35**	.34
Age: Below 40	529	5	.14	.23	**.26**	.37	-.12-.59	-.21-.73	**.26**	.38	.14	**.25**	.39	-.15-.60	**.26**	.40
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	703	6	.19	.22	**.34**	.33	.03-.61	-.08-.76	**.35**	.34	.19	**.34**	.33	.03-.61	**.35**	.34

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	703	6	.19	.22	**.33**	.32	.03-.60	-.07-.73	**.34**	.33	.19	**.33**	.32	.03-.60	**.34**	.33
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	4,294	21	.04	.10	**.08**	.14	-.01-.16	-.10-.26	**.08**	.15	.06	**.11**	.14	.02-.21	**.12**	.15
Simple Moderator Analyses																
Complexity: High	2,628	11	.04	.10	**.07**	.15	-.05-.19	-.12-.26	**.07**	.15	.05	**.09**	.16	-.04-.22	**.09**	.16
Complexity: Medium	1,050	6	.04	.13	**.08**	.21	-.13-.28	-.19-.35	**.08**	.22	.06	**.13**	.20	-.09-.34	**.13**	.21
Complexity: Low	76	1	-.13	--	**-.25**	--	-.62-.18	-----	**-.26**	--	-.13	**-.25**	--	-.62-.18	**-.26**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,024	6	.02	.07	**.05**	.08	-.06-.16	-.04-.15	**.05**	.08	.02	**.05**	.08	-.06-.16	**.05**	.08
Sample Type: Civilian	2,270	15	.06	.13	**.10**	.18	-.02-.22	-.12-.33	**.10**	.18	.08	**.14**	.18	.01-.27	**.15**	.19
Age: Below 40	867	9	.10	.14	**.18**	.17	.01-.34	-.04-.40	**.18**	.18	.10	**.18**	.18	-.01-.36	**.18**	.19
Age: 40 and above	123	1	.32	--	**.57**	--	.31-.78	-----	**.60**	--	.32	**.57**	--	.31-.78	**.60**	--
Clerical Job: No	4,226	20	.04	.10	**.07**	.13	-.01-.16	-.10-.24	**.07**	.14	.05	**.10**	.13	.01-.20	**.11**	.14
Clerical Job: Yes	68	1	.30	--	**.48**	--	.14-.78	-----	**.50**	--	.30	**.48**	--	.14-.78	**.50**	--
Context: Research	2,915	16	.05	.11	**.10**	.14	.00-.19	-.08-.27	**.10**	.14	.07	**.13**	.14	.02-.24	**.14**	.14
Context: Admin.	561	3	.03	.13	**.06**	.22	-.24-.35	-.23-.34	**.06**	.23	.03	**.06**	.22	-.24-.35	**.06**	.23
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	1,574	9	.09	.13	**.17**	.20	.00-.33	-.08-.42	**.18**	.20	.12	**.23**	.16	.07-.38	**.24**	.17
Simple Moderator Analyses																
Complexity: High	363	3	.18	.14	**.32**	.16	.03-.58	.12-.53	**.34**	.17	.18	**.32**	.16	.03-.58	**.34**	.17
Complexity: Medium	756	4	.04	.16	**.09**	.29	-.23-.39	-.28-.46	**.09**	.30	.08	**.17**	.29	-.17-.48	**.17**	.30
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	818	2	.01	.10	**.01**	.19	-.28-.31	-.23-.26	**.01**	.20	.01	**.01**	.19	-.28-.31	**.01**	.20
Sample Type: Civilian	756	7	.17	.11	**.31**	.06	.16-.45	.23-.39	**.32**	.06	.17	**.31**	.06	.16-.45	**.32**	.06
Age: Below 40	393	4	.17	.11	**.31**	.00	.12-.49	.31-.31	**.32**	.00	.19	**.34**	.00	.14-.52	**.35**	.00
Age: 40 and above	123	1	.32	--	**.57**	--	.31-.78	-----	**.60**	--	.32	**.57**	--	.31-.78	**.60**	--
Clerical Job: No	1,506	8	.08	.13	**.15**	.19	-.02-.32	-.09-.40	**.16**	.20	.11	**.21**	.16	.05-.37	**.22**	.16
Clerical Job: Yes	68	1	.30	--	**.48**	--	.14-.78	-----	**.50**	--	.30	**.48**	--	.14-.78	**.50**	--
Context: Research	688	6	.16	.11	**.28**	.06	.13-.43	.20-.36	**.29**	.06	.16	**.28**	.06	.13-.43	**.29**	.06
Context: Admin.	68	1	.30	--	**.56**	--	.17-.83	-----	**.58**	--	.30	**.56**	--	.17-.83	**.58**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																

																602
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	960	2	.01	.02	**.02**	.00	-.03-.08	.02-.02	**.02**	.00	.02	**.04**	.00	-.04-.12	**.04**	.00
Simple Moderator Analyses																
Complexity: High	875	1	.01	--	**.02**	--	-.11-.14	-----	**.02**	--	.01	**.02**	--	-.18-.21	**.02**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	960	2	.01	.02	**.02**	.00	-.03-.08	.02-.02	**.02**	.00	.02	**.04**	.00	-.04-.12	**.04**	.00
Age: Below 40	85	1	.06	--	**.11**	--	-.28-.48	-----	**.12**	--	.06	**.11**	--	-.28-.48	**.12**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	960	2	.01	.02	**.02**	.00	-.03-.08	.02-.02	**.02**	.00	.02	**.04**	.00	-.04-.13	**.04**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	960	2	.01	.02	**.02**	.00	-.03-.07	.02-.02	**.02**	.00	.02	**.04**	.00	-.04-.12	**.04**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	1,814	6	.00	.05	**-.01**	.00	-.08-.07	-.01--.01	**-.01**	.00	-.01	**-.01**	.00	-.12-.10	**-.01**	.00
Simple Moderator Analyses																
Complexity: High	1,082	3	.00	.07	**.01**	.08	-.14-.15	-.09-.11	**.01**	.08	.01	**.01**	.12	-.21-.23	**.01**	.13
Complexity: Medium	656	2	-.02	.01	**-.03**	.00	-.07-.00	-.03--.03	**-.03**	.00	-.01	**-.03**	.00	-.07-.01	**-.03**	.00
Complexity: Low	76	1	-.04	--	**-.08**	--	-.49-.35	-----	**-.08**	--	-.04	**-.08**	--	-.49-.35	**-.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	-.02	--	**-.04**	--	-.22-.14	-----	**-.04**	--	-.02	**-.04**	--	-.22-.14	**-.04**	--
Sample Type: Civilian	1,305	5	.00	.06	**.00**	.00	-.09-.10	.00-.00	**.00**	.00	.00	**.00**	.00	-.14-.13	**.00**	.00
Age: Below 40	124	2	.01	.23	**.01**	.36	-.55-.57	-.45-.48	**.01**	.37	.01	**.01**	.36	-.55-.57	**.01**	.37
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,814	6	.00	.05	**-.01**	.00	-.08-.07	-.01--.01	**-.01**	.00	-.01	**-.01**	.00	-.13-.10	**-.01**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,275	4	.01	.03	**.01**	.00	-.04-.07	.01-.01	**.02**	.00	.01	**.02**	.00	-.06-.11	**.02**	.00

Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	988	2	.05	.08	**.10**	.13	-.12-.30	-.06-.26	**.10**	.13	.02	**.04**	.24	-.35-.43	**.04**	.25
Simple Moderator Analyses																
Complexity: High	988	2	.05	.08	**.10**	.13	-.12-.31	-.07-.26	**.10**	.13	.03	**.07**	.21	-.28-.40	**.07**	.22
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	988	2	.05	.08	**.10**	.13	-.12-.30	-.06-.26	**.10**	.13	.03	**.05**	.22	-.31-.41	**.05**	.23
Age: Below 40	30	1	-.28	--	**-.50**	--	-.91-.10	-----	**-.51**	--	-.28	**-.50**	--	-.91-.10	**-.51**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	988	2	.05	.08	**.10**	.13	-.12-.31	-.07-.26	**.10**	.13	.02	**.04**	.24	-.36-.43	**.04**	.25
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	958	1	.06	--	**.11**	--	.00-.22	-----	**.12**	--	.06	**.11**	--	-.11-.33	**.12**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	1,041	2	-.04	.06	**-.07**	.08	-.23-.09	-.17-.03	**-.08**	.08	-.01	**-.01**	.11	-.26-.24	**-.01**	.11
Simple Moderator Analyses																
Complexity: High	1,041	2	-.04	.06	**-.08**	.08	-.24-.09	-.18-.03	**-.08**	.08	-.02	**-.04**	.11	-.27-.19	**-.04**	.11
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,041	2	-.04	.06	**-.07**	.08	-.23-.09	-.17-.03	**-.08**	.08	-.01	**-.03**	.11	-.26-.21	**-.03**	.11
Age: Below 40	94	1	.10	--	**.19**	--	-.19-.53	-----	**.19**	--	.10	**.19**	--	-.19-.53	**.19**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,041	2	-.04	.06	**-.07**	.08	-.23-.09	-.17-.03	**-.08**	.08	-.01	**-.01**	.11	-.27-.24	**-.01**	.11
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,041	2	-.04	.06	**-.07**	.08	-.22-.08	-.17-.03	**-.07**	.08	-.01	**-.02**	.11	-.26-.22	**-.02**	.11
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	223	2	-.01	.03	**-.03**	.00	-.09-.04	-.03--.03	**-.03**	.00	-.01	**-.03**	.00	-.09-.04	**-.03**	.00
Simple Moderator Analyses																

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	147	1	.00	--	**.00**	--	-.31-.31	-----	**.00**	--		.00	**.00**	--	-.31-.31	**.00**	--
Complexity: Low	76	1	-.04	--	**-.08**	--	-.49-.35	-----	**-.08**	--		-.04	**-.08**	--	-.49-.35	**-.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	223	2	-.01	.03	**-.03**	.00	-.09-.04	-.03--.03	**-.03**	.00		-.01	**-.03**	.00	-.09-.04	**-.03**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	223	2	-.01	.03	**-.03**	.00	-.09-.04	-.03--.03	**-.03**	.00		-.01	**-.03**	.00	-.09-.04	**-.03**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	223	2	-.01	.03	**-.02**	.00	-.09-.04	-.02--.02	**-.03**	.00		-.01	**-.02**	.00	-.09-.04	**-.03**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All OCB Measures																	
All	755	5	.04	.14	**.07**	.23	-.18-.31	-.22-.36	**.07**	.24		.05	**.10**	.22	-.15-.34	**.10**	.23
Simple Moderator Analyses																	
Complexity: High	134	1	.27	--	**.51**	--	.23-.75	-----	**.53**	--		.27	**.51**	--	.23-.75	**.53**	--
Complexity: Medium	443	2	-.03	.08	**-.07**	.10	-.30-.17	-.19-.06	**-.07**	.10		-.03	**-.06**	.10	-.30-.18	**-.07**	.10
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	755	5	.04	.14	**.07**	.23	-.18-.31	-.22-.36	**.07**	.24		.04	**.08**	.23	-.17-.32	**.09**	.24
Age: Below 40	240	2	.01	.07	**.03**	.00	-.17-.22	.03-.03	**.03**	.00		.01	**.02**	.00	-.18-.22	**.02**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	755	5	.04	.14	**.07**	.23	-.18-.31	-.23-.37	**.07**	.24		.05	**.10**	.23	-.15-.35	**.11**	.23
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	755	5	.04	.14	**.07**	.22	-.17-.30	-.22-.35	**.07**	.23		.05	**.09**	.22	-.16-.33	**.09**	.23
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																	
All	755	5	.04	.14	**.07**	.23	-.18-.31	-.22-.36	**.07**	.24		.05	**.10**	.22	-.15-.34	**.10**	.23
Simple Moderator Analyses																	
Complexity: High	134	1	.27	--	**.51**	--	.23-.75	-----	**.53**	--		.27	**.51**	--	.23-.75	**.53**	--
Complexity: Medium	443	2	-.03	.08	**-.07**	.10	-.30-.17	-.19-.06	**-.07**	.10		-.03	**-.06**	.10	-.30-.18	**-.07**	.10

Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	755	5	.04	.14	**.07**	.23	-.18-.31	-.22-.36	**.07**	.24	.04	**.08**	.23	-.17-.32	**.09**	.24
Age: Below 40	240	2	.01	.07	**.03**	.00	-.17-.22	.03-.03	**.03**	.00	.01	**.02**	.00	-.18-.22	**.02**	.00
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	755	5	.04	.14	**.07**	.23	-.18-.31	-.23-.37	**.07**	.24	.05	**.10**	.23	-.15-.35	**.11**	.23
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	755	5	.04	.14	**.07**	.22	-.17-.30	-.22-.35	**.07**	.23	.05	**.09**	.22	-.16-.33	**.09**	.23
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	1,845	6	.05	.09	**.09**	.12	-.05-.22	-.07-.24	**.09**	.13	.07	**.13**	.13	-.03-.28	**.13**	.13
Simple Moderator Analyses																
Complexity: High	1,383	4	.04	.10	**.08**	.15	-.11-.26	-.12-.27	**.08**	.16	.06	**.11**	.16	-.09-.30	**.11**	.17
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	418	1	.08	--	**.17**	--	-.03-.36	-----	**.17**	--	.08	**.17**	--	-.03-.36	**.17**	--
Sample Type: Civilian	1,427	5	.04	.10	**.07**	.14	-.09-.22	-.12-.25	**.07**	.15	.06	**.11**	.16	-.08-.29	**.11**	.16
Age: Below 40	462	2	.06	.08	**.13**	.09	-.11-.35	.01-.24	**.13**	.09	.02	**.04**	.11	-.33-.40	**.04**	.11
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,845	6	.05	.09	**.09**	.12	-.05-.22	-.07-.24	**.09**	.13	.07	**.13**	.13	-.03-.29	**.13**	.13
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,801	5	.05	.09	**.09**	.12	-.05-.23	-.06-.25	**.10**	.12	.07	**.13**	.12	-.03-.29	**.14**	.12
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	1,383	4	.04	.11	**.07**	.16	-.12-.25	-.14-.28	**.07**	.17	.07	**.13**	.17	-.08-.34	**.14**	.18
Simple Moderator Analyses																
Complexity: High	1,383	4	.04	.11	**.07**	.17	-.12-.26	-.14-.28	**.07**	.17	.05	**.10**	.17	-.11-.31	**.11**	.18
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,383	4	.04	.11	**.07**	.16	-.12-.25	-.14-.28	**.07**	.17	.07	**.12**	.17	-.09-.32	**.12**	.18
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,383	4	.04	.11	**.07**	.16	-.12-.26	-.14-.28	**.07**	.17	.08	**.14**	.17	-.08-.35	**.14**	.18
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,383	4	.04	.11	**.07**	.16	-.12-.25	-.13-.27	**.07**	.16	.07	**.12**	.17	-.09-.33	**.13**	.17
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	1,383	4	.06	.10	**.11**	.14	-.07-.28	-.08-.29	**.11**	.15	.09	**.17**	.15	-.04-.37	**.17**	.16
Simple Moderator Analyses																
Complexity: High	1,383	4	.06	.10	**.11**	.15	-.07-.29	-.08-.30	**.12**	.15	.07	**.14**	.16	-.06-.33	**.14**	.16
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,383	4	.06	.10	**.11**	.14	-.07-.28	-.08-.29	**.11**	.15	.08	**.15**	.15	-.05-.35	**.16**	.16
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,383	4	.06	.10	**.11**	.15	-.07-.28	-.08-.30	**.11**	.15	.09	**.17**	.15	-.04-.37	**.18**	.16
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,383	4	.06	.10	**.11**	.14	-.07-.27	-.07-.29	**.11**	.15	.09	**.16**	.15	-.04-.35	**.16**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	1,249	3	-.01	.06	**-.02**	.07	-.15-.10	-.11-.06	**-.02**	.07	.01	**.02**	.06	-.14-.17	**.02**	.06
Simple Moderator Analyses																
Complexity: High	1,249	3	-.01	.06	**-.02**	.07	-.15-.11	-.11-.06	**-.02**	.07	.00	**-.01**	.07	-.15-.14	**-.01**	.07
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,249	3	-.01	.06	**-.02**	.07	-.15-.10	-.11-.06	**-.02**	.07	.00	**.01**	.07	-.14-.15	**.01**	.07

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,249	3	-.01	.06	**-.02**	.07	-.15-.11	-.11-.06	**-.02**	.07	.01	**.02**	.06	-.14-.17	**.02**	.06
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,249	3	-.01	.06	**-.02**	.06	-.14-.10	-.10-.06	**-.02**	.07	.01	**.01**	.06	-.14-.16	**.01**	.06
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	1,249	3	.02	.05	**.04**	.02	-.06-.15	.01-.07	**.05**	.02	.04	**.08**	.00	-.05-.20	**.08**	.00
Simple Moderator Analyses																
Complexity: High	1,249	3	.02	.05	**.05**	.02	-.06-.15	.02-.07	**.05**	.02	.03	**.06**	.00	-.06-.18	**.06**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,249	3	.02	.05	**.04**	.02	-.06-.15	.01-.07	**.05**	.02	.04	**.07**	.00	-.06-.19	**.07**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,249	3	.02	.05	**.04**	.02	-.06-.15	.02-.07	**.05**	.02	.04	**.08**	.00	-.06-.21	**.08**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,249	3	.02	.05	**.04**	.02	-.06-.15	.02-.07	**.04**	.02	.04	**.07**	.00	-.06-.19	**.07**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	1,249	3	.01	.05	**.01**	.02	-.09-.12	-.02-.04	**.01**	.02	.02	**.04**	.00	-.09-.16	**.04**	.00
Simple Moderator Analyses																
Complexity: High	1,249	3	.01	.05	**.01**	.02	-.10-.12	-.02-.04	**.01**	.02	.01	**.02**	.00	-.10-.14	**.02**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,249	3	.01	.05	**.01**	.02	-.09-.12	-.02-.04	**.01**	.02	.02	**.03**	.00	-.10-.15	**.03**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,249	3	.01	.05	**.01**	.02	-.09-.12	-.02-.04	**.01**	.02	.02	**.04**	.00	-.09-.17	**.04**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	1,249	3	.01	.05	**.01**	.02	-.09-.11	-.02-.04	**.01**	.02	.02	**.03**	.00	-.09-.16	**.03**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	1,249	3	.14	.08	**.25**	.03	.09-.39	.21-.29	**.26**	.03	.16	**.29**	.00	.11-.47	**.30**	.00
Simple Moderator Analyses																
Complexity: High	1,249	3	.14	.08	**.25**	.00	.09-.40	.25-.25	**.26**	.00	.15	**.28**	.00	.10-.44	**.29**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,249	3	.14	.08	**.25**	.03	.09-.39	.21-.29	**.26**	.03	.16	**.28**	.01	.10-.45	**.29**	.01
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,249	3	.14	.08	**.25**	.03	.09-.40	.21-.29	**.26**	.03	.16	**.30**	.00	.11-.47	**.31**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,249	3	.14	.08	**.24**	.01	.09-.39	.23-.26	**.25**	.01	.16	**.28**	.00	.10-.45	**.29**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	1,249	3	.08	.07	**.14**	.06	.00-.27	.06-.21	**.14**	.06	.10	**.18**	.04	.01-.33	**.18**	.04
Simple Moderator Analyses																
Complexity: High	1,249	3	.08	.07	**.14**	.05	.00-.28	.07-.21	**.15**	.05	.08	**.16**	.05	.00-.31	**.16**	.05
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,249	3	.08	.07	**.14**	.06	.00-.27	.06-.21	**.14**	.06	.09	**.17**	.05	.00-.32	**.17**	.05
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,249	3	.08	.07	**.14**	.06	.00-.27	.07-.21	**.14**	.06	.10	**.18**	.03	.01-.34	**.18**	.03
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,249	3	.08	.07	**.13**	.05	.00-.26	.07-.20	**.14**	.05	.09	**.17**	.04	.01-.32	**.17**	.04
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	1,249	3	.02	.06	**.03**	.08	-.10-.17	-.06-.13	**.03**	.08	.04	**.07**	.07	-.09-.23	**.07**	.07

Simple Moderator Analyses																
Complexity: High	1,249	3	.02	.06	**.03**	.08	-.10-.17	-.06-.13	**.04**	.08	.03	**.05**	.08	-.11-.20	**.05**	.08
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,249	3	.02	.06	**.03**	.08	-.10-.17	-.06-.13	**.03**	.08	.03	**.06**	.08	-.10-.22	**.06**	.08
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,249	3	.02	.06	**.03**	.08	-.10-.17	-.06-.13	**.04**	.08	.04	**.07**	.07	-.10-.23	**.07**	.07
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,249	3	.02	.06	**.03**	.07	-.10-.16	-.06-.13	**.03**	.08	.04	**.06**	.07	-.09-.22	**.07**	.08
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	1,249	3	-.13	.03	**-.24**	.00	-.29--.18	-.24--.24	**-.24**	.00	-.13	**-.24**	.00	-.30--.18	**-.25**	.00
Simple Moderator Analyses																
Complexity: High	1,249	3	-.13	.03	**-.24**	.00	-.30--.18	-.24--.24	**-.25**	.00	-.13	**-.24**	.00	-.30--.18	**-.25**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,249	3	-.13	.03	**-.24**	.00	-.29--.18	-.24--.24	**-.24**	.00	-.13	**-.24**	.00	-.30--.18	**-.25**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,249	3	-.13	.03	**-.24**	.00	-.29--.18	-.24--.24	**-.25**	.00	-.13	**-.24**	.00	-.30--.18	**-.25**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,249	3	-.13	.03	**-.23**	.00	-.28--.18	-.23--.23	**-.24**	.00	-.13	**-.23**	.00	-.29--.17	**-.24**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	1,711	5	.01	.06	**.01**	.04	-.08-.11	-.03-.06	**.01**	.04	.01	**.03**	.00	-.07-.12	**.03**	.00
Simple Moderator Analyses																
Complexity: High	1,249	3	-.01	.04	**-.02**	.00	-.10-.06	-.02--.02	**-.02**	.00	-.01	**-.01**	.00	-.09-.07	**-.01**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	418	1	.08	--	**.17**	--	-.03-.36	-----	**.17**	--	.08	**.17**	--	-.03-.36	**.17**	--
Sample Type: Civilian	1,293	4	-.02	.04	**-.03**	.00	-.10-.04	-.03--.03	**-.03**	.00	-.01	**-.02**	.00	-.10-.07	**-.02**	.00
Age: Below 40	462	2	.06	.08	**.13**	.09	-.11-.35	.01-.24	**.13**	.09	.02	**.04**	.11	-.33-.40	**.04**	.11
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,711	5	.01	.06	**.01**	.04	-.08-.11	-.03-.06	**.01**	.04	.01	**.02**	.00	-.07-.12	**.03**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,667	4	.01	.06	**.02**	.05	-.08-.12	-.04-.08	**.02**	.05	.02	**.04**	.00	-.06-.13	**.04**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	462	2	.06	.08	**.13**	.09	-.11-.35	.01-.24	**.13**	.09	.05	**.10**	.12	-.21-.39	**.10**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	418	1	.08	--	**.17**	--	-.03-.36	-----	**.17**	--	.08	**.17**	--	-.03-.36	**.17**	--
Sample Type: Civilian	44	1	-.12	--	**-.22**	--	-.68-.31	-----	**-.23**	--	-.12	**-.22**	--	-.68-.31	**-.23**	--
Age: Below 40	462	2	.06	.08	**.13**	.09	-.11-.35	.01-.24	**.13**	.09	.02	**.04**	.11	-.33-.40	**.04**	.11
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	462	2	.06	.08	**.13**	.09	-.11-.35	.01-.24	**.13**	.09	.05	**.09**	.12	-.21-.39	**.10**	.12
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	418	1	.08	--	**.17**	--	-.03-.37	-----	**.18**	--	.08	**.17**	--	-.10-.42	**.18**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A5

Predictive Validity for *g* and Performance Outcomes

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	2,718	17	.11	.15	**.15**	.17	.05-.24	-.07-.37	**.15**	.18	.15	**.20**	.16	.10-.29	**.20**	.17
Simple Moderator Analyses																
Complexity: High	33	1	.26	--	**.35**	--	-.09-.71	-----	**.37**	--	.26	**.35**	--	-.09-.71	**.37**	--
Complexity: Medium	2,430	15	.12	.15	**.17**	.18	.06-.27	-.06-.40	**.17**	.19	.15	**.21**	.16	.11-.32	**.22**	.17
Complexity: Low	255	1	.00	--	**.00**	--	-.19-.19	-----	**.00**	--	.00	**.00**	--	-.31-.31	**.00**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.00	--	**.00**	--	-.19-.19	-----	**.00**	--	.00	**.00**	--	-.19-.19	**.00**	--
Sample Type: Civilian	2,463	16	.12	.15	**.16**	.17	.06-.26	-.06-.38	**.17**	.18	.16	**.21**	.16	.11-.30	**.21**	.16
Age: Below 40	1,603	8	.11	.17	**.15**	.21	-.01-.31	-.12-.42	**.16**	.22	.18	**.25**	.17	.09-.39	**.25**	.18
Age: 40 and above	131	1	.21	--	**.30**	--	.07-.50	-----	**.31**	--	.21	**.30**	--	.07-.50	**.31**	--
Clerical Job: No	2,718	17	.11	.15	**.15**	.17	.05-.24	-.07-.37	**.15**	.18	.15	**.20**	.16	.10-.30	**.21**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,718	17	.11	.15	**.16**	.19	.05-.27	-.08-.40	**.17**	.19	.13	**.19**	.18	.08-.29	**.20**	.18
Objective--"Overall Performance" Performance Outcomes Measures																
All	1,307	3	-.01	.04	**-.01**	.00	-.06-.05	-.01--.01	**-.01**	.00	.00	**.00**	.00	-.05-.06	**.00**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,052	2	-.01	.05	**-.01**	.02	-.10-.08	-.04-.02	**-.01**	.02	.01	**.01**	.00	-.09-.10	**.01**	.00
Complexity: Low	255	1	.00	--	**.00**	--	-.19-.19	-----	**.00**	--	.00	**.00**	--	-.31-.31	**.00**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.00	--	**.00**	--	-.19-.19	-----	**.00**	--	.00	**.00**	--	-.19-.19	**.00**	--
Sample Type: Civilian	1,052	2	-.01	.05	**-.01**	.02	-.09-.08	-.03-.01	**-.01**	.02	.01	**.01**	.00	-.08-.10	**.01**	.00
Age: Below 40	714	1	-.03	--	**-.04**	--	-.14-.06	-----	**-.04**	--	-.03	**-.04**	--	-.31-.23	**-.04**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,307	3	-.01	.04	**-.01**	.00	-.06-.05	-.01--.01	**-.01**	.00	.00	**.00**	.00	-.05-.06	**.01**	.00

Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	1,307	3	-.01	.04	**-.01**	.00	-.07-.05	-.01--.01	**-.01**	.00	.00	**.00**	.00	-.06-.07	**.00**	.00
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	1,307	3	-.01	.04	**-.01**	.00	-.06-.05	-.01--.01	**-.01**	.00	.00	**.00**	.00	-.05-.06	**.00**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	1,052	2	-.01	.05	**-.01**	.02	-.10-.08	-.04-.02	**-.01**	.02	.01	**.01**	.00	-.09-.10	**.01**	.00
Complexity: Low	255	1	.00	--	**.00**	--	-.19-.19	-----	**.00**	--	.00	**.00**	--	-.31-.31	**.00**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	.00	--	**.00**	--	-.19-.19	-----	**.00**	--	.00	**.00**	--	-.19-.19	**.00**	--
Sample Type: Civilian	1,052	2	-.01	.05	**-.01**	.02	-.09-.08	-.03-.01	**-.01**	.02	.01	**.01**	.00	-.08-.10	**.01**	.00
Age: Below 40	714	1	-.03	--	**-.04**	--	-.14-.06	-----	**-.04**	--	-.03	**-.04**	--	-.31-.23	**-.04**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,307	3	-.01	.04	**-.01**	.00	-.06-.05	-.01--.01	**-.01**	.00	.00	**.00**	.00	-.05-.06	**.01**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	1,307	3	-.01	.04	**-.01**	.00	-.07-.05	-.01--.01	**-.01**	.00	.00	**.00**	.00	-.06-.07	**.00**	.00
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	33	1	.26	--	**.34**	--	-.09-.70	-----	**.36**	--	.26	**.34**	--	-.09-.70	**.36**	--
Simple Moderator Analyses																
Complexity: High	33	1	.26	--	**.35**	--	-.09-.71	-----	**.37**	--	.26	**.35**	--	-.09-.71	**.37**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	33	1	.26	--	**.34**	--	-.09-.70	-----	**.36**	--	.26	**.34**	--	-.09-.70	**.36**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	33	1	.26	--	**.35**	--	-.09-.70	-----	**.36**	--	.26	**.35**	--	-.09-.70	**.36**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	33	1	.26	--	**.38**	--	-.10-.74	-----	**.39**	--	.26	**.38**	--	-.10-.74	**.39**	--
Objective--"Task Performance" Performance Outcomes Measures																

																	613
All	1,411	14	.21	.14	**.28**	.12	.19-.37	.13-.44	**.29**	.13		.21	**.28**	.12	.19-.37	**.29**	.13
Simple Moderator Analyses																	
Complexity: High	33	1	.26	--	**.35**	--	-.09-.71	-----	**.37**	--		.26	**.35**	--	-.09-.71	**.37**	--
Complexity: Medium	1,378	13	.21	.14	**.30**	.11	.19-.39	.15-.44	**.31**	.12		.21	**.30**	.11	.19-.39	**.31**	.12
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,411	14	.21	.14	**.28**	.12	.19-.37	.13-.44	**.29**	.13		.21	**.28**	.12	.19-.37	**.29**	.13
Age: Below 40	889	7	.23	.14	**.30**	.14	.16-.43	.13-.48	**.31**	.14		.21	**.29**	.15	.13-.43	**.29**	.15
Age: 40 and above	131	1	.21	--	**.30**	--	.07-.50	-----	**.31**	--		.21	**.30**	--	.07-.50	**.31**	--
Clerical Job: No	1,411	14	.21	.14	**.28**	.12	.19-.37	.13-.44	**.29**	.13		.21	**.28**	.12	.19-.37	**.29**	.13
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	1,411	14	.21	.14	**.31**	.11	.21-.41	.16-.46	**.32**	.12		.21	**.31**	.11	.21-.41	**.32**	.12
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																	
All	1,278	12	.25	.11	**.32**	.07	.24-.40	.23-.41	**.33**	.07		.25	**.32**	.07	.24-.40	**.33**	.07
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	1,278	12	.25	.11	**.34**	.00	.26-.42	.34-.34	**.35**	.00		.25	**.34**	.00	.26-.42	**.35**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,278	12	.25	.11	**.32**	.07	.24-.40	.23-.41	**.33**	.07		.25	**.32**	.07	.24-.40	**.33**	.07
Age: Below 40	789	6	.26	.10	**.35**	.04	.24-.45	.29-.40	**.36**	.04		.26	**.35**	.00	.23-.45	**.36**	.00
Age: 40 and above	131	1	.21	--	**.30**	--	.07-.50	-----	**.31**	--		.21	**.30**	--	.07-.50	**.31**	--
Clerical Job: No	1,278	12	.25	.11	**.32**	.07	.24-.40	.23-.42	**.34**	.07		.25	**.32**	.07	.24-.40	**.34**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	1,278	12	.25	.11	**.35**	.03	.27-.44	.31-.40	**.37**	.04		.25	**.35**	.03	.27-.44	**.37**	.04
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																	
All	100	1	-.05	--	**-.07**	--	-.33-.19	-----	**-.08**	--		-.05	**-.07**	--	-.33-.19	**-.08**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	100	1	-.05	--	**-.08**	--	-.35-.20	-----	**-.08**	--		-.05	**-.08**	--	-.35-.20	**-.08**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	100	1	-.05	--	**-.07**	--	-.33-.19	-----	**-.08**	--	-.05	**-.07**	--	-.33-.19	**-.08**	--
Age: Below 40	100	1	-.05	--	**-.07**	--	-.33-.19	-----	**-.08**	--	-.05	**-.07**	--	-.34-.20	**-.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	100	1	-.05	--	**-.07**	--	-.33-.19	-----	**-.08**	--	-.05	**-.07**	--	-.33-.19	**-.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	100	1	-.05	--	**-.08**	--	-.36-.21	-----	**-.08**	--	-.05	**-.08**	--	-.36-.21	**-.08**	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	75	1	-.13	--	**-.17**	--	-.45-.13	-----	**-.18**	--	-.13	**-.17**	--	-.45-.13	**-.18**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	75	1	-.13	--	**-.18**	--	-.48-.13	-----	**-.19**	--	-.13	**-.18**	--	-.48-.13	**-.19**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	75	1	-.13	--	**-.17**	--	-.45-.13	-----	**-.18**	--	-.13	**-.17**	--	-.45-.13	**-.18**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	75	1	-.13	--	**-.18**	--	-.46-.13	-----	**-.18**	--	-.13	**-.18**	--	-.46-.13	**-.18**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	75	1	-.13	--	**-.19**	--	-.50-.14	-----	**-.20**	--	-.13	**-.19**	--	-.50-.14	**-.20**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	47,563	18	-.02	.04	**-.04**	.05	-.07--.01	-.11-.03	**-.04**	.05	-.01	**-.01**	.07	-.07-.05	**-.01**	.08
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	3,751	8	.01	.06	**.02**	.07	-.05-.08	-.07-.10	**.02**	.07	.02	**.02**	.05	-.04-.09	**.03**	.05
Complexity: Low	1,772	4	-.03	.09	**-.05**	.13	-.19-.09	-.22-.11	**-.05**	.13	-.05	**-.07**	.00	-.21-.07	**-.07**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	46,061	14	-.03	.04	**-.04**	.05	-.07--.01	-.10-.02	**-.04**	.05	-.02	**-.03**	.10	-.10-.03	**-.04**	.11
Sample Type: Civilian	1,502	4	.03	.10	**.04**	.11	-.09-.17	-.11-.18	**.04**	.12	.04	**.05**	.11	-.09-.19	**.05**	.11
Age: Below 40	39,781	3	-.03	.00	**-.04**	.00	-.04--.04	-.04--.04	**-.04**	.00	-.04	**-.05**	.00	-.09--.02	**-.06**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	47,123	17	-.02	.04	**-.04**	.05	-.07--.01	-.11-.03	**-.04**	.06	-.01	**-.01**	.08	-.07-.05	**-.01**	.08
Clerical Job: Yes	440	1	-.02	--	**-.03**	--	-.17-.11	-----	**-.03**	--	-.02	**-.03**	--	-.23-.17	**-.03**	--
Context: Research	4,362	9	.01	.08	**.01**	.10	-.07-.09	-.11-.14	**.01**	.10	.01	**.01**	.06	-.07-.09	**.01**	.06
Context: Admin.	41,782	8	-.02	.02	**-.04**	.03	-.06--.01	-.07-.00	**-.04**	.03	.00	**.00**	.10	-.09-.10	**.00**	.11
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	306	1	-.33	--	**-.43**	--	-.54--.30	-----	**-.44**	--	-.33	**-.43**	--	-.56--.28	**-.44**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	306	1	-.33	--	**-.43**	--	-.54--.30	-----	**-.44**	--	-.33	**-.43**	--	-.55--.29	**-.44**	--
Age: Below 40	306	1	-.33	--	**-.43**	--	-.55--.31	-----	**-.44**	--	-.33	**-.43**	--	-.63--.21	**-.45**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	306	1	-.33	--	**-.43**	--	-.54--.31	-----	**-.44**	--	-.33	**-.43**	--	-.56--.28	**-.44**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	306	1	-.33	--	**-.46**	--	-.58--.33	-----	**-.48**	--	-.33	**-.46**	--	-.58--.33	**-.48**	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																

All	604	7	.26	.19	**.47**	.23	.22-.68	.17-.76	**.48**	.24	.26	**.47**	.23	.22-.68	**.49**	.24
Simple Moderator Analyses																
Complexity: High	604	7	.26	.19	**.48**	.22	.22-.69	.19-.76	**.49**	.23	.26	**.48**	.22	.22-.69	**.49**	.23
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	242	1	.14	--	**.29**	--	.03-.51	-----	**.30**	--	.14	**.29**	--	.03-.51	**.30**	--
Sample Type: Civilian	362	6	.33	.21	**.56**	.21	.29-.78	.30-.83	**.59**	.22	.33	**.56**	.21	.29-.78	**.59**	.22
Age: Below 40	65	1	.26	--	**.46**	--	.06-.78	-----	**.48**	--	.26	**.46**	--	.06-.78	**.48**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	604	7	.26	.19	**.47**	.23	.22-.68	.18-.76	**.48**	.24	.26	**.48**	.23	.23-.69	**.49**	.24
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	539	6	.26	.21	**.47**	.26	.17-.71	.14-.80	**.48**	.27	.26	**.47**	.26	.17-.71	**.48**	.27
Context: Admin.	65	1	.26	--	**.50**	--	.06-.80	-----	**.51**	--	.26	**.50**	--	.06-.80	**.51**	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	297	5	.35	.24	**.59**	.25	.26-.84	.27-.91	**.61**	.26	.35	**.59**	.25	.26-.84	**.61**	.26
Simple Moderator Analyses																
Complexity: High	297	5	.35	.24	**.60**	.24	.26-.85	.29-.91	**.62**	.25	.35	**.60**	.24	.26-.85	**.62**	.25
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	297	5	.35	.24	**.59**	.25	.26-.84	.27-.91	**.61**	.26	.35	**.59**	.25	.26-.84	**.61**	.26
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	297	5	.35	.24	**.59**	.25	.26-.84	.27-.91	**.61**	.26	.35	**.59**	.25	.26-.84	**.61**	.26
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	297	5	.35	.24	**.58**	.24	.25-.84	.27-.89	**.60**	.25	.35	**.58**	.24	.25-.84	**.60**	.25
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	65	1	.26	--	**.46**	--	.06-.77	-----	**.47**	--	.26	**.46**	--	.06-.77	**.47**	--
Simple Moderator Analyses																
Complexity: High	65	1	.26	--	**.47**	--	.06-.78	-----	**.48**	--	.26	**.47**	--	.06-.78	**.48**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	.26	--	**.46**	--	.06-.77	-----	**.47**	--	.26	**.46**	--	.06-.77	**.47**	--
Age: Below 40	65	1	.26	--	**.46**	--	.06-.78	-----	**.48**	--	.26	**.46**	--	.06-.78	**.48**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.26	--	**.46**	--	.06-.77	-----	**.48**	--	.26	**.46**	--	.06-.77	**.48**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	65	1	.26	--	**.50**	--	.06-.80	-----	**.51**	--	.26	**.50**	--	.06-.80	**.51**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	65	1	.26	--	**.46**	--	.06-.77	-----	**.47**	--	.26	**.46**	--	.06-.77	**.47**	--
Simple Moderator Analyses																
Complexity: High	65	1	.26	--	**.47**	--	.06-.78	-----	**.48**	--	.26	**.47**	--	.06-.78	**.48**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	.26	--	**.46**	--	.06-.77	-----	**.47**	--	.26	**.46**	--	.06-.77	**.47**	--
Age: Below 40	65	1	.26	--	**.46**	--	.06-.78	-----	**.48**	--	.26	**.46**	--	.06-.78	**.48**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.26	--	**.46**	--	.06-.77	-----	**.48**	--	.26	**.46**	--	.06-.77	**.48**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	65	1	.26	--	**.50**	--	.06-.80	-----	**.51**	--	.26	**.50**	--	.06-.80	**.51**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	242	1	.14	--	**.29**	--	.03-.51	-----	**.30**	--	.14	**.29**	--	.02-.52	**.30**	--
Simple Moderator Analyses																
Complexity: High	242	1	.14	--	**.29**	--	.04-.52	-----	**.30**	--	.14	**.29**	--	.04-.52	**.30**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	242	1	.14	--	**.29**	--	.03-.51	-----	**.30**	--	.14	**.29**	--	.03-.51	**.30**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	242	1	.14	--	**.29**	--	.03-.51	-----	**.30**	--	.14	**.29**	--	.02-.53	**.30**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	242	1	.14	--	**.30**	--	.04-.53	-----	**.31**	--	.14	**.30**	--	.04-.53	**.31**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	242	1	.14	--	**.29**	--	.03-.51	-----	**.30**	--	.14	**.29**	--	.02-.52	**.30**	--
Simple Moderator Analyses																
Complexity: High	242	1	.14	--	**.29**	--	.04-.52	-----	**.30**	--	.14	**.29**	--	.04-.52	**.30**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	242	1	.14	--	**.29**	--	.03-.51	-----	**.30**	--	.14	**.29**	--	.03-.51	**.30**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	242	1	.14	--	**.29**	--	.03-.51	-----	**.30**	--	.14	**.29**	--	.02-.53	**.30**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	242	1	.14	--	**.30**	--	.04-.53	-----	**.31**	--	.14	**.30**	--	.04-.53	**.31**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	4,362	9	.03	.04	**.05**	.00	.01-.10	.05-.05	**.06**	.00	.03	**.05**	.00	.01-.09	**.05**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,297	5	.02	.03	**.04**	.00	-.01-.08	.04-.04	**.04**	.00	.02	**.04**	.00	.00-.08	**.04**	.00

Complexity: Low	1,517	3	.02	.04	**.05**	.00	-.04-.14	.05-.05	**.05**	.00	.02	**.04**	.00	-.04-.13	**.05**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	4,362	9	.03	.04	**.05**	.00	.01-.10	.05-.05	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,922	8	.03	.04	**.06**	.00	.01-.11	.06-.06	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Clerical Job: Yes	440	1	.02	--	**.04**	--	-.14-.21	-----	**.04**	--	.02	**.04**	--	-.21-.28	**.04**	--
Context: Research	4,362	9	.03	.04	**.06**	.00	.01-.10	.06-.06	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	4,362	9	.03	.04	**.05**	.00	.01-.10	.05-.05	**.06**	.00	.03	**.05**	.00	.01-.09	**.05**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	2,297	5	.02	.03	**.04**	.00	-.01-.08	.04-.04	**.04**	.00	.02	**.04**	.00	.00-.08	**.04**	.00
Complexity: Low	1,517	3	.02	.04	**.05**	.00	-.04-.14	.05-.05	**.05**	.00	.02	**.04**	.00	-.04-.13	**.05**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	4,362	9	.03	.04	**.05**	.00	.01-.10	.05-.05	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,922	8	.03	.04	**.06**	.00	.01-.11	.06-.06	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Clerical Job: Yes	440	1	.02	--	**.04**	--	-.14-.21	-----	**.04**	--	.02	**.04**	--	-.21-.28	**.04**	--
Context: Research	4,362	9	.03	.04	**.06**	.00	.01-.10	.06-.06	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	4,362	9	.03	.04	**.05**	.00	.01-.10	.05-.05	**.06**	.00	.03	**.05**	.00	.01-.09	**.05**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	2,297	5	.02	.03	**.04**	.00	-.01-.08	.04-.04	**.04**	.00	.02	**.04**	.00	.00-.08	**.04**	.00
Complexity: Low	1,517	3	.02	.04	**.05**	.00	-.04-.14	.05-.05	**.05**	.00	.02	**.04**	.00	-.04-.13	**.05**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	4,362	9	.03	.04	**.05**	.00	.01-.10	.05-.05	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,922	8	.03	.04	**.06**	.00	.01-.11	.06-.06	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Clerical Job: Yes	440	1	.02	--	**.04**	--	-.14-.21	-----	**.04**	--	.02	**.04**	--	-.21-.28	**.04**	--
Context: Research	4,362	9	.03	.04	**.06**	.00	.01-.10	.06-.06	**.06**	.00	.03	**.05**	.00	.01-.10	**.06**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Performance Outcomes Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A6

Predictive Validity for *g* and Accidents

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	3,893	3	.00	.02	**.00**	.00	-.04-.03	.00-.00	**.00**	.00	.02	**.04**	.00	-.01-.08	**.04**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	544	2	.04	.00	**.06**	.00	.06-.06	.06-.06	**.06**	.00	.04	**.06**	.00	.06-.06	**.06**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	-.01	--	**-.01**	--	-.06-.04	-----	**-.01**	--	-.01	**-.01**	--	-.12-.10	**-.01**	--
Sample Type: Civilian	544	2	.04	.00	**.05**	.00	.05-.05	.05-.05	**.06**	.00	.04	**.05**	.00	.05-.05	**.06**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,893	3	.00	.02	**.00**	.00	-.04-.03	.00-.00	**.00**	.00	.02	**.04**	.00	-.01-.08	**.04**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,893	3	.00	.02	**.00**	.00	-.04-.03	.00-.00	**.00**	.00	.02	**.03**	.00	-.02-.08	**.03**	.00
Objective--Accidents---Culpable																
All	3,534	2	.00	.01	**-.01**	.00	-.04-.02	-.01--.01	**-.01**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	185	1	.04	--	**.06**	--	-.15-.26	-----	**.06**	--	.04	**.06**	--	-.15-.26	**.06**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	-.01	--	**-.01**	--	-.06-.04	-----	**-.01**	--	-.01	**-.01**	--	-.12-.10	**-.01**	--
Sample Type: Civilian	185	1	.04	--	**.05**	--	-.14-.24	-----	**.06**	--	.04	**.05**	--	-.14-.24	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,534	2	.00	.01	**-.01**	.00	-.04-.02	-.01--.01	**-.01**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,534	2	.00	.01	**-.01**	.00	-.04-.02	-.01--.01	**-.01**	.00	.01	**.01**	.00	-.05-.08	**.01**	.00
Objective--Accidents---Culpable----Frequency																
All	3,534	2	.00	.01	**-.01**	.00	-.04-.02	-.01--.01	**-.01**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	185	1	.04	--	**.06**	--	-.15-.26	-----	**.06**	--	.04	**.06**	--	-.15-.26	**.06**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	-.01	--	**-.01**	--	-.06-.04	-----	**-.01**	--	-.01	**-.01**	--	-.12-.10	**-.01**	--
Sample Type: Civilian	185	1	.04	--	**.05**	--	-.14-.24	-----	**.06**	--	.04	**.05**	--	-.14-.24	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,534	2	.00	.01	**-.01**	.00	-.04-.02	-.01--.01	**-.01**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,534	2	.00	.01	**-.01**	.00	-.04-.02	-.01--.01	**-.01**	.00	.01	**.01**	.00	-.05-.08	**.01**	.00
Objective--Accidents---Undifferentiated																
All	359	1	.04	--	**.05**	--	-.08-.19	-----	**.06**	--	.04	**.05**	--	-.12-.23	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	359	1	.04	--	**.06**	--	-.09-.20	-----	**.06**	--	.04	**.06**	--	-.11-.22	**.06**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	359	1	.04	--	**.05**	--	-.08-.19	-----	**.06**	--	.04	**.05**	--	-.11-.21	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	359	1	.04	--	**.05**	--	-.09-.19	-----	**.06**	--	.04	**.05**	--	-.13-.23	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	359	1	.04	--	**.06**	--	-.09-.21	-----	**.06**	--	.04	**.06**	--	-.09-.21	**.06**	--
Objective--Accidents---Undifferentiated----Frequency																

All	359	1	.04	--	**.05**	--	-.08-.19	-----	**.06**	--	.04	**.05**	--	-.12-.23	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	359	1	.04	--	**.06**	--	-.09-.20	-----	**.06**	--	.04	**.06**	--	-.11-.22	**.06**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	359	1	.04	--	**.05**	--	-.08-.19	-----	**.06**	--	.04	**.05**	--	-.11-.21	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	359	1	.04	--	**.05**	--	-.09-.19	-----	**.06**	--	.04	**.05**	--	-.13-.23	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	359	1	.04	--	**.06**	--	-.09-.21	-----	**.06**	--	.04	**.06**	--	-.09-.21	**.06**	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A7

Predictive Validity for *g* and Potential

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	59	1	.35	--	**.59**	--	.23-.87	-----	**.61**	--	.35	**.59**	--	.23-.87	**.61**	--
Simple Moderator Analyses																
Complexity: High	59	1	.35	--	**.60**	--	.23-.87	-----	**.63**	--	.35	**.60**	--	.23-.87	**.63**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	59	1	.35	--	**.59**	--	.23-.87	-----	**.61**	--	.35	**.59**	--	.23-.87	**.61**	--
Age: Below 40	59	1	.35	--	**.60**	--	.23-.87	-----	**.62**	--	.35	**.60**	--	.23-.87	**.62**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	59	1	.35	--	**.60**	--	.23-.87	-----	**.62**	--	.35	**.60**	--	.23-.87	**.62**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	59	1	.35	--	**.58**	--	.22-.86	-----	**.60**	--	.35	**.58**	--	.22-.86	**.60**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	59	1	.35	--	**.59**	--	.23-.87	-----	**.61**	--	.35	**.59**	--	.23-.87	**.61**	--
Simple Moderator Analyses																
Complexity: High	59	1	.35	--	**.60**	--	.23-.87	-----	**.63**	--	.35	**.60**	--	.23-.87	**.63**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	59	1	.35	--	**.59**	--	.23-.87	-----	**.61**	--	.35	**.59**	--	.23-.87	**.61**	--
Age: Below 40	59	1	.35	--	**.60**	--	.23-.87	-----	**.62**	--	.35	**.60**	--	.23-.87	**.62**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	59	1	.35	--	**.60**	--	.23-.87	-----	**.62**	--	.35	**.60**	--	.23-.87	**.62**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	--	-----	**--**	--
Context: Research	59	1	.35	--	**.58**	--	.22-.86	-----	**.60**	--	.35	**.58**	--	.22-.86	**.60**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A8

Predictive Validity of *g* and Absences/Tardiness

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Absences																
All	526	2	.00	.13	**.00**	.15	-.24-.23	-.20-.19	**.00**	.16	.02	**.02**	.15	-.22-.27	**.02**	.16
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	526	2	.00	.13	**.00**	.16	-.25-.24	-.21-.20	**.00**	.17	.00	**.01**	.16	-.25-.26	**.01**	.17
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	526	2	.00	.13	**.00**	.15	-.24-.23	-.20-.19	**.00**	.16	.01	**.01**	.15	-.23-.25	**.01**	.16
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	526	2	.00	.13	**.00**	.15	-.24-.23	-.20-.19	**.00**	.16	.02	**.02**	.15	-.22-.27	**.03**	.16
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	526	2	.00	.13	**.00**	.17	-.27-.26	-.22-.21	**.00**	.17	.00	**.00**	.17	-.27-.26	**.00**	.17
Objective--Excused Absences																
All	341	1	-.08	--	**-.11**	--	-.25-.03	-----	**-.11**	--	-.08	**-.11**	--	-.28-.07	**-.11**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	341	1	-.08	--	**-.11**	--	-.26-.04	-----	**-.12**	--	-.08	**-.11**	--	-.27-.05	**-.12**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	341	1	-.08	--	**-.11**	--	-.25-.03	-----	**-.11**	--	-.08	**-.11**	--	-.26-.05	**-.11**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	341	1	-.08	--	**-.11**	--	-.25-.03	-----	**-.11**	--	-.08	**-.11**	--	-.28-.07	**-.11**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	341	1	-.08	--	**-.12**	--	-.27-.04	-----	**-.12**	--	-.08	**-.12**	--	-.27-.04	**-.12**	--
Objective--Excused Absences---Number of Absences																
All	341	1	-.08	--	**-.11**	--	-.25-.03	-----	**-.11**	--	-.08	**-.11**	--	-.28-.07	**-.11**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	341	1	-.08	--	**-.11**	--	-.26-.04	-----	**-.12**	--	-.08	**-.11**	--	-.27-.05	**-.12**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	341	1	-.08	--	**-.11**	--	-.25-.03	-----	**-.11**	--	-.08	**-.11**	--	-.26-.05	**-.11**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	341	1	-.08	--	**-.11**	--	-.25-.03	-----	**-.11**	--	-.08	**-.11**	--	-.28-.07	**-.11**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	341	1	-.08	--	**-.12**	--	-.27-.04	-----	**-.12**	--	-.08	**-.12**	--	-.27-.04	**-.12**	--
Objective--Non-Excused Absences																
All	526	2	.00	.12	**.00**	.14	-.22-.23	-.18-.18	**.00**	.15	.02	**.03**	.14	-.20-.26	**.03**	.15
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	526	2	.00	.12	**.00**	.15	-.23-.24	-.19-.20	**.00**	.15	.01	**.02**	.15	-.23-.26	**.02**	.16
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	526	2	.00	.12	**.00**	.14	-.22-.23	-.18-.18	**.00**	.15	.01	**.02**	.14	-.21-.25	**.02**	.15
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	526	2	.00	.12	**.00**	.14	-.22-.23	-.18-.19	**.00**	.15	.02	**.03**	.14	-.20-.27	**.03**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	526	2	.00	.12	**.01**	.16	-.24-.25	-.20-.21	**.01**	.16	.00	**.01**	.16	-.24-.25	**.01**	.16
Objective--Non-Excused Absences---Number of Times																

All	341	1	-.06	--	**-.08**	--	-.22-.06	-----	**-.08**	--	-.06	**-.08**	--	-.25-.10	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	341	1	-.06	--	**-.09**	--	-.23-.07	-----	**-.09**	--	-.06	**-.09**	--	-.25-.08	**-.09**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	341	1	-.06	--	**-.08**	--	-.22-.06	-----	**-.08**	--	-.06	**-.08**	--	-.24-.08	**-.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	341	1	-.06	--	**-.08**	--	-.22-.06	-----	**-.08**	--	-.06	**-.08**	--	-.26-.10	**-.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	341	1	-.06	--	**-.09**	--	-.24-.07	-----	**-.09**	--	-.06	**-.09**	--	-.24-.07	**-.09**	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	185	1	.12	--	**.16**	--	-.03-.34	-----	**.17**	--	.12	**.16**	--	-.03-.34	**.17**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	185	1	.12	--	**.17**	--	-.03-.36	-----	**.18**	--	.12	**.17**	--	-.03-.36	**.18**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	185	1	.12	--	**.16**	--	-.03-.34	-----	**.17**	--	.12	**.16**	--	-.03-.34	**.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	185	1	.12	--	**.16**	--	-.03-.35	-----	**.17**	--	.12	**.16**	--	-.03-.35	**.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	185	1	.12	--	**.18**	--	-.03-.38	-----	**.18**	--	.12	**.18**	--	-.03-.38	**.18**	--
Objective--Undifferentiated Absences																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All Absence Measures																

All	1,025	3	.03	.09	**.06**	.12	-.11-.22	-.10-.21	**.06**	.12	.08	**.13**	.11	-.05-.32	**.14**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	174	1	.16	--	**.27**	--	.03-.49	-----	**.28**	--	.16	**.27**	--	.03-.49	**.28**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,025	3	.03	.09	**.06**	.12	-.11-.22	-.10-.21	**.06**	.12	.07	**.12**	.12	-.07-.31	**.13**	.12
Age: Below 40	851	2	.01	.08	**.01**	.10	-.16-.19	-.11-.14	**.02**	.10	.07	**.12**	.10	-.15-.38	**.12**	.10
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,025	3	.03	.09	**.06**	.12	-.11-.22	-.10-.21	**.06**	.13	.08	**.14**	.11	-.05-.32	**.14**	.11
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,025	3	.03	.09	**.05**	.12	-.11-.22	-.09-.20	**.06**	.12	.08	**.12**	.11	-.06-.30	**.13**	.11
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	751	1	-.01	--	**-.02**	--	-.13-.10	-----	**-.02**	--	-.01	**-.02**	--	-.23-.20	**-.02**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	751	1	-.01	--	**-.02**	--	-.13-.10	-----	**-.02**	--	-.01	**-.02**	--	-.21-.18	**-.02**	--
Age: Below 40	751	1	-.01	--	**-.02**	--	-.14-.10	-----	**-.02**	--	-.01	**-.02**	--	-.34-.31	**-.02**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	751	1	-.01	--	**-.02**	--	-.13-.10	-----	**-.02**	--	-.01	**-.02**	--	-.24-.20	**-.02**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	751	1	-.01	--	**-.02**	--	-.13-.10	-----	**-.02**	--	-.01	**-.02**	--	-.21-.18	**-.02**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Absences----Miscelleneous Absences/Attendance																
All	100	1	.16	--	**.25**	--	-.06-.53	-----	**.26**	--	.16	**.25**	--	-.06-.53	**.26**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	100	1	.16	--	**.25**	--	-.06-.53	-----	**.26**	--	.16	**.25**	--	-.06-.53	**.26**	--
Age: Below 40	100	1	.16	--	**.25**	--	-.06-.54	-----	**.26**	--	.16	**.25**	--	-.06-.54	**.26**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	100	1	.16	--	**.25**	--	-.06-.53	-----	**.26**	--	.16	**.25**	--	-.06-.53	**.26**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	100	1	.16	--	**.24**	--	-.06-.52	-----	**.25**	--	.16	**.24**	--	-.06-.52	**.25**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All Tardiness																
All	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.17-.26	**.05**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.14-.24	**.05**	--
Age: Below 40	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.27-.37	**.05**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.17-.27	**.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	837	1	.03	--	**.05**	--	-.06-.15	-----	**.05**	--	.03	**.05**	--	-.15-.24	**.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.17-.26	**.05**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.14-.24	**.05**	--

Age: Below 40	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.27-.37	**.05**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	837	1	.03	--	**.05**	--	-.06-.16	-----	**.05**	--	.03	**.05**	--	-.17-.27	**.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	837	1	.03	--	**.05**	--	-.06-.15	-----	**.05**	--	.03	**.05**	--	-.15-.24	**.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Absences----Miscelleneous Absences/Attendance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A9

Predictive Ability of *g* and Attrition

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Attrition																
All	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.10	**-.15**	.00	-.19--.10	**-.15**	.00
Simple Moderator Analyses																
Complexity: High	129	1	-.13	--	**-.20**	--	-.44-.07	-----	**-.20**	--	-.13	**-.20**	--	-.44-.07	**-.20**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.09	**-.13**	.00	-.18--.09	**-.14**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.10	**-.15**	.00	-.19--.10	**-.15**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.09	**-.14**	.00	-.19--.09	**-.14**	.00
Objective--Attrition---Undifferentiated																
All	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.10	**-.15**	.00	-.19--.10	**-.15**	.00
Simple Moderator Analyses																
Complexity: High	129	1	-.13	--	**-.20**	--	-.44-.07	-----	**-.20**	--	-.13	**-.20**	--	-.44-.07	**-.20**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.09	**-.13**	.00	-.18--.09	**-.14**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.10	**-.15**	.00	-.19--.10	**-.15**	.00

																	633
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Context: Admin.	4,522	5	-.07	.04	**-.11**	.02	-.16--.07	-.14--.09	**-.12**	.02	-.09	**-.14**	.00	-.19--.09	**-.14**	.00	

Table A10

Predictive Validity of *g* and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscelleneous Other---Military Bearing/Physical Conditioning																
All	1,218	3	.02	.05	**.03**	.00	-.06-.11	.03-.03	**.03**	.00	.04	**.06**	.00	-.03-.15	**.06**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	1,218	3	.02	.05	**.03**	.00	-.06-.11	.03-.03	**.03**	.00	.02	**.03**	.00	-.06-.12	**.03**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,218	3	.02	.05	**.03**	.00	-.06-.11	.03-.03	**.03**	.00	.04	**.06**	.00	-.03-.15	**.06**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	1,218	3	.02	.05	**.03**	.00	-.06-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.04-.14	**.05**	.00
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	-.06	--	**-.13**	--	-.30-.05	-----	**-.13**	--	-.06	**-.13**	--	-.39-.15	**-.13**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	519	1	-.06	--	**-.13**	--	-.30-.05	-----	**-.13**	--	-.06	**-.13**	--	-.30-.05	**-.13**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	519	1	-.06	--	**-.13**	--	-.30-.05	-----	**-.13**	--	-.06	**-.13**	--	-.39-.16	**-.13**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Creativity																
All	63	4	.26	.19	**.45**	.00	.13-.71	.45-.45	**.46**	.00	.26	**.45**	.00	.13-.71	**.46**	.00
Simple Moderator Analyses																
Complexity: High	63	4	.26	.19	**.46**	.00	.13-.72	.46-.46	**.47**	.00	.26	**.46**	.00	.13-.72	**.47**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	63	4	.26	.19	**.45**	.00	.13-.71	.45-.45	**.46**	.00	.26	**.45**	.00	.13-.71	**.46**	.00
Age: Below 40	63	4	.26	.19	**.45**	.00	.13-.72	.45-.45	**.47**	.00	.26	**.45**	.00	.13-.72	**.47**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	63	4	.26	.19	**.45**	.00	.13-.71	.45-.45	**.47**	.00	.26	**.45**	.00	.13-.71	**.47**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	63	4	.26	.19	**.44**	.00	.13-.70	.44-.44	**.45**	.00	.26	**.44**	.00	.13-.70	**.45**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	63	4	.26	.19	**.45**	.00	.13-.71	.45-.45	**.46**	.00	.26	**.45**	.00	.13-.71	**.46**	.00
Simple Moderator Analyses																
Complexity: High	63	4	.26	.19	**.46**	.00	.13-.72	.46-.46	**.47**	.00	.26	**.46**	.00	.13-.72	**.47**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	63	4	.26	.19	**.45**	.00	.13-.71	.45-.45	**.46**	.00	.26	**.45**	.00	.13-.71	**.46**	.00
Age: Below 40	63	4	.26	.19	**.45**	.00	.13-.72	.45-.45	**.47**	.00	.26	**.45**	.00	.13-.72	**.47**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	63	4	.26	.19	**.45**	.00	.13-.71	.45-.45	**.47**	.00	.26	**.45**	.00	.13-.71	**.47**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	63	4	.26	.19	**.44**	.00	.13-.70	.44-.44	**.45**	.00	.26	**.44**	.00	.13-.70	**.45**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Adaptability																

All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	8,642	1	-.08	--	**-.17**	--	-.21--.12	-----	**-.17**	--	-.08	**-.17**	--	-.42-.11	**-.17**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	-.08	--	**-.17**	--	-.21--.12	-----	**-.17**	--	-.08	**-.17**	--	-.31--.02	**-.17**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,642	1	-.08	--	**-.17**	--	-.21--.12	-----	**-.17**	--	-.08	**-.17**	--	-.43-.11	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	8,642	1	-.08	--	**-.17**	--	-.22--.13	-----	**-.18**	--	-.08	**-.17**	--	-.42-.10	**-.18**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	968	2	.09	.04	**.15**	.00	.05-.26	.15-.15	**.16**	.00	.07	**.12**	.00	-.07-.31	**.13**	.00
Simple Moderator Analyses																
Complexity: High	968	2	.09	.04	**.16**	.00	.05-.27	.16-.16	**.17**	.00	.08	**.14**	.00	-.03-.30	**.15**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	968	2	.09	.04	**.15**	.00	.05-.26	.15-.15	**.16**	.00	.07	**.13**	.00	-.05-.30	**.14**	.00
Age: Below 40	45	1	-.05	--	**-.09**	--	-.59-.44	-----	**-.10**	--	-.05	**-.09**	--	-.59-.44	**-.10**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	968	2	.09	.04	**.16**	.00	.05-.26	.16-.16	**.16**	.00	.07	**.12**	.00	-.07-.31	**.13**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	968	2	.09	.04	**.15**	.00	.05-.25	.15-.15	**.16**	.00	.07	**.12**	.00	-.06-.30	**.13**	.00

Table A11

Predictive Validity for Gf and Performance Determinants

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	242,032	328	.60	.08	**.60**	.07	.59-.61	.52-.69	**.69**	.07	.60	**.60**	.07	.59-.61	**.69**	.07
Simple Moderator Analyses																
Complexity: High	4,350	16	.69	.06	**.69**	.00	.66-.72	.69-.69	**.79**	.00	.69	**.69**	.00	.66-.72	**.79**	.00
Complexity: Medium	126,531	166	.63	.08	**.63**	.05	.61-.64	.56-.70	**.71**	.06	.63	**.63**	.05	.61-.64	**.71**	.06
Complexity: Low	50,291	44	.55	.08	**.55**	.06	.53-.58	.47-.63	**.63**	.07	.55	**.55**	.06	.53-.58	**.63**	.07
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	240,766	319	.60	.08	**.60**	.06	.59-.61	.52-.68	**.69**	.07	.60	**.60**	.06	.59-.61	**.69**	.07
Sample Type: Civilian	1,266	9	.38	.21	**.49**	.23	.32-.64	.19-.79	**.51**	.24	.38	**.49**	.23	.32-.65	**.51**	.25
Age: Below 40	297	2	.04	.09	**.06**	.06	-.15-.26	-.02-.13	**.06**	.06	.06	**.10**	.00	-.14-.33	**.11**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	216,222	306	.60	.08	**.60**	.06	.59-.61	.52-.68	**.68**	.07	.60	**.60**	.06	.59-.61	**.68**	.07
Clerical Job: Yes	25,810	22	.66	.07	**.66**	.05	.64-.69	.61-.72	**.77**	.05	.66	**.66**	.05	.64-.69	**.77**	.05
Context: Research	4,201	15	.42	.13	**.53**	.12	.44-.62	.38-.69	**.58**	.13	.44	**.54**	.13	.45-.63	**.60**	.14
Context: Admin.	237,700	310	.60	.08	**.60**	.06	.60-.61	.52-.69	**.69**	.07	.60	**.60**	.06	.60-.61	**.69**	.07
Hierarchical Moderator Analysis																
Complexity: High	4,350	16	.69	.06	**.69**	.00	.66-.72	.69-.69	**.79**	.00	.69	**.69**	.00	.66-.72	**.79**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	4,350	16	.69	.06	**.69**	.00	.66-.72	.69-.69	**.79**	.00	.69	**.69**	.00	.66-.72	**.79**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	4,350	16	.69	.06	**.69**	.00	.66-.72	.69-.69	**.79**	.00	.69	**.69**	.00	.66-.72	**.79**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	4,350	16	.69	.06	**.69**	.00	.66-.72	.69-.69	**.79**	.00	.69	**.69**	.00	.66-.72	**.79**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	126,531	166	.63	.08	**.63**	.05	.61-.64	.56-.70	**.71**	.06	.63	**.63**	.05	.61-.64	**.71**	.06

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	125,493	158	.63	.08	**.63**	.05	.62-.64	.56-.70	**.71**	.06	.63	**.63**	.05	.62-.64	**.71**	.06
Age: Below 40	69	1	.15	--	**.29**	--	-.16-.64	-----	**.30**	--	.15	**.29**	--	-.16-.64	**.30**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	99,683	136	.62	.07	**.62**	.05	.61-.63	.55-.69	**.71**	.06	.62	**.62**	.05	.61-.63	**.71**	.06
Clerical Job: Yes	25,810	22	.66	.07	**.66**	.05	.64-.69	.61-.72	**.76**	.05	.66	**.66**	.05	.64-.69	**.76**	.05
Context: Research	965	4	.25	.04	**.45**	.00	.39-.50	.45-.45	**.47**	.00	.25	**.45**	.00	.39-.50	**.47**	.00
Context: Admin.	124,528	154	.63	.08	**.63**	.05	.62-.64	.56-.70	**.72**	.06	.63	**.63**	.05	.62-.64	**.72**	.06
Sample Type: Civilian	1,038	8	.46	.11	**.59**	.00	.50-.67	.59-.59	**.62**	.00	.46	**.59**	.00	.51-.68	**.62**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,038	8	.46	.11	**.59**	.00	.50-.67	.59-.59	**.62**	.00	.46	**.59**	.00	.51-.67	**.62**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	907	5	.46	.12	**.59**	.02	.47-.70	.56-.62	**.62**	.02	.46	**.59**	.02	.47-.70	**.62**	.02
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	50,291	44	.55	.08	**.55**	.06	.53-.58	.47-.63	**.63**	.07	.55	**.55**	.06	.53-.58	**.63**	.07
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	50,291	44	.55	.08	**.55**	.06	.53-.58	.47-.63	**.63**	.07	.55	**.55**	.06	.53-.58	**.63**	.07
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	50,291	44	.55	.08	**.55**	.06	.53-.58	.47-.63	**.63**	.07	.55	**.55**	.06	.53-.58	**.63**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,573	4	.59	.03	**.64**	.00	.61-.67	.64-.64	**.73**	.00	.59	**.64**	.00	.61-.67	**.73**	.00
Context: Admin.	48,718	40	.55	.08	**.55**	.06	.53-.57	.47-.63	**.62**	.07	.55	**.55**	.06	.53-.57	**.62**	.07
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	3,655	38	.23	.14	**.38**	.12	.31-.45	.24-.53	**.40**	.12	.23	**.38**	.12	.31-.45	**.40**	.12
Simple Moderator Analyses																
Complexity: High	644	8	.17	.16	**.30**	.17	.11-.48	.08-.52	**.31**	.18	.17	**.30**	.17	.11-.48	**.31**	.18
Complexity: Medium	1,532	15	.26	.10	**.43**	.00	.35-.50	.43-.43	**.45**	.00	.26	**.43**	.00	.35-.50	**.45**	.00
Complexity: Low	38	1	.51	--	**.76**	--	.43-1.00	-----	**.80**	--	.51	**.76**	--	.43-1.00	**.80**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	186	2	.12	.01	**.28**	.00	.24-.32	.28-.28	**.29**	.00	.12	**.28**	.00	.24-.32	**.29**	.00
Sample Type: Civilian	3,469	36	.24	.14	**.39**	.12	.31-.46	.24-.54	**.41**	.12	.24	**.39**	.12	.31-.46	**.41**	.12

Age: Below 40	434	4	.09	.14	**.18**	.19	-.10-.43	-.07-.42	**.19**	.20	.12	**.24**	.15	-.04-.49	**.25**	.16
Age: 40 and above	596	7	.22	.14	**.35**	.07	.19-.50	.26-.45	**.37**	.08	.22	**.35**	.07	.19-.50	**.37**	.08
Clerical Job: No	3,152	34	.23	.15	**.39**	.14	.31-.47	.21-.57	**.41**	.15	.23	**.39**	.14	.31-.47	**.41**	.15
Clerical Job: Yes	503	4	.24	.07	**.34**	.00	.24-.45	.34-.34	**.36**	.00	.24	**.34**	.00	.24-.45	**.36**	.00
Context: Research	2,755	24	.20	.14	**.32**	.11	.23-.40	.17-.46	**.33**	.12	.20	**.32**	.12	.23-.40	**.33**	.12
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	355	5	.43	.09	**.66**	.00	.56-.76	.66-.66	**.69**	.00	.43	**.66**	.00	.56-.76	**.69**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	355	5	.43	.09	**.66**	.00	.56-.76	.66-.66	**.69**	.00	.43	**.66**	.00	.56-.76	**.69**	.00
Age: Below 40	72	1	.33	--	**.59**	--	.24-.84	-----	**.63**	--	.33	**.59**	--	.24-.84	**.63**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	355	5	.43	.09	**.67**	.00	.57-.77	.67-.67	**.70**	.00	.43	**.67**	.00	.57-.77	**.70**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	285	4	.41	.09	**.61**	.00	.48-.73	.61-.61	**.64**	.00	.41	**.61**	.00	.48-.73	**.64**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	3,300	33	.21	.13	**.35**	.10	.27-.42	.22-.48	**.36**	.11	.21	**.35**	.11	.27-.42	**.36**	.11
Simple Moderator Analyses																
Complexity: High	644	8	.17	.16	**.30**	.17	.11-.48	.08-.52	**.31**	.18	.17	**.30**	.17	.11-.48	**.31**	.18
Complexity: Medium	1,532	15	.25	.10	**.42**	.00	.34-.50	.42-.42	**.45**	.00	.25	**.43**	.00	.34-.51	**.45**	.00
Complexity: Low	38	1	.51	--	**.76**	--	.43-1.00	-----	**.80**	--	.51	**.76**	--	.43-1.00	**.80**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	186	2	.10	.03	**.24**	.00	.14-.33	.24-.24	**.25**	.00	.10	**.24**	.00	.14-.33	**.25**	.00
Sample Type: Civilian	3,114	31	.21	.14	**.35**	.11	.28-.43	.22-.49	**.37**	.11	.21	**.35**	.11	.28-.43	**.37**	.11
Age: Below 40	362	3	.03	.07	**.07**	.00	-.09-.22	.07-.07	**.07**	.00	.05	**.10**	.00	-.05-.26	**.11**	.00
Age: 40 and above	596	7	.23	.14	**.36**	.08	.20-.52	.26-.47	**.38**	.09	.23	**.36**	.08	.20-.52	**.38**	.09
Clerical Job: No	2,797	29	.20	.14	**.35**	.13	.26-.43	.18-.51	**.36**	.14	.20	**.35**	.13	.26-.43	**.36**	.14
Clerical Job: Yes	503	4	.24	.07	**.35**	.00	.25-.45	.35-.35	**.37**	.00	.24	**.35**	.00	.25-.45	**.37**	.00

Context: Research	2,470	20	.18	.13	**.28**	.10	.19-.36	.15-.40	**.29**	.10	.18	**.28**	.10	.19-.36	**.29**	.11
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	2,075	17	.18	.14	**.31**	.16	.19-.41	.11-.51	**.32**	.16	.18	**.31**	.16	.20-.42	**.33**	.16
Simple Moderator Analyses																
Complexity: High	365	3	.11	.15	**.19**	.20	-.11-.48	-.07-.46	**.20**	.21	.11	**.19**	.20	-.11-.48	**.20**	.21
Complexity: Medium	1,123	9	.24	.12	**.40**	.00	.27-.52	.40-.40	**.42**	.00	.24	**.40**	.00	.27-.52	**.42**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	186	2	.10	.03	**.24**	.00	.14-.33	.24-.24	**.25**	.00	.10	**.24**	.00	.14-.33	**.25**	.00
Sample Type: Civilian	1,889	15	.19	.15	**.31**	.17	.19-.43	.10-.52	**.33**	.17	.19	**.31**	.17	.19-.43	**.33**	.17
Age: Below 40	271	2	.03	.09	**.05**	.01	-.19-.30	.04-.07	**.06**	.01	.05	**.10**	.00	-.18-.37	**.11**	.00
Age: 40 and above	267	2	.25	.23	**.40**	.30	-.12-.83	.01-.78	**.41**	.32	.25	**.40**	.30	-.12-.83	**.41**	.32
Clerical Job: No	1,697	14	.18	.16	**.31**	.20	.16-.44	.05-.56	**.32**	.21	.18	**.31**	.20	.17-.45	**.33**	.21
Clerical Job: Yes	378	3	.20	.02	**.29**	.00	.25-.33	.29-.29	**.31**	.00	.20	**.29**	.00	.25-.33	**.31**	.00
Context: Research	1,876	14	.17	.14	**.26**	.15	.15-.38	.07-.45	**.28**	.16	.17	**.27**	.15	.15-.38	**.28**	.16
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	2,424	25	.25	.11	**.40**	.00	.33-.47	.40-.40	**.42**	.00	.25	**.40**	.00	.33-.47	**.42**	.00
Simple Moderator Analyses																
Complexity: High	279	5	.25	.16	**.43**	.07	.20-.63	.34-.52	**.45**	.07	.25	**.43**	.07	.20-.63	**.45**	.07
Complexity: Medium	1,463	14	.27	.10	**.44**	.00	.36-.52	.44-.44	**.46**	.00	.27	**.44**	.00	.36-.52	**.46**	.00
Complexity: Low	38	1	.51	--	**.76**	--	.43-1.00	-----	**.80**	--	.51	**.76**	--	.43-1.00	**.80**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,424	25	.25	.11	**.40**	.00	.33-.47	.40-.40	**.42**	.00	.25	**.40**	.00	.33-.47	**.42**	.00
Age: Below 40	91	1	.06	--	**.11**	--	-.29-.49	-----	**.12**	--	.06	**.11**	--	-.29-.49	**.12**	--
Age: 40 and above	596	7	.23	.13	**.36**	.04	.21-.51	.31-.41	**.38**	.04	.23	**.36**	.04	.21-.51	**.38**	.04
Clerical Job: No	1,921	21	.24	.12	**.41**	.00	.32-.49	.41-.41	**.43**	.00	.24	**.41**	.00	.32-.49	**.43**	.00
Clerical Job: Yes	503	4	.25	.07	**.36**	.00	.25-.46	.36-.36	**.37**	.00	.25	**.36**	.00	.25-.46	**.37**	.00
Context: Research	1,793	15	.23	.10	**.34**	.00	.27-.42	.34-.34	**.36**	.00	.23	**.34**	.00	.27-.42	**.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	981	7	.24	.08	**.41**	.00	.32-.49	.41-.41	**.43**	.00	.24	**.40**	.00	.31-.49	**.42**	.00

Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	864	6	.25	.08	**.42**	.00	.32-.51	.42-.42	**.43**	.00	.25	**.41**	.00	.32-.51	**.43**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.17	--	**.38**	--	-.02-.68	-----	**.40**	--	.17	**.38**	--	-.02-.68	**.40**	--
Sample Type: Civilian	864	6	.25	.08	**.41**	.00	.31-.50	.41-.41	**.43**	.00	.25	**.41**	.00	.31-.50	**.43**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	21	1	.54	--	**.79**	--	.35-1.00	-----	**.83**	--	.54	**.79**	--	.35-1.00	**.83**	--
Clerical Job: No	603	4	.28	.08	**.48**	.00	.35-.59	.48-.48	**.50**	.00	.27	**.47**	.00	.34-.60	**.50**	.00
Clerical Job: Yes	378	3	.19	.02	**.27**	.00	.23-.31	.27-.27	**.28**	.00	.19	**.27**	.00	.23-.31	**.28**	.00
Context: Research	960	6	.23	.06	**.37**	.00	.29-.44	.37-.37	**.39**	.00	.23	**.36**	.00	.29-.44	**.38**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	21	1	.54	--	**.80**	--	.36-1.00	-----	**.84**	--	.54	**.80**	--	.36-1.00	**.84**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	21	1	.54	--	**.81**	--	.37-1.00	-----	**.85**	--	.54	**.81**	--	.37-1.00	**.85**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	21	1	.54	--	**.80**	--	.36-1.00	-----	**.84**	--	.54	**.80**	--	.36-1.00	**.84**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	21	1	.54	--	**.79**	--	.35-1.00	-----	**.83**	--	.54	**.79**	--	.35-1.00	**.83**	--
Clerical Job: No	21	1	.54	--	**.81**	--	.37-1.00	-----	**.85**	--	.54	**.81**	--	.37-1.00	**.85**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	495	4	.18	.02	**.32**	.00	.29-.36	.32-.32	**.34**	.00	.18	**.32**	.00	.29-.36	**.34**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	378	3	.19	.02	**.31**	.00	.27-.35	.31-.31	**.33**	.00	.19	**.31**	.00	.27-.35	**.33**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.17	--	**.38**	--	-.02-.68	-----	**.40**	--	.17	**.38**	--	-.02-.68	**.40**	--
Sample Type: Civilian	378	3	.19	.02	**.31**	.00	.27-.35	.31-.31	**.32**	.00	.19	**.31**	.00	.27-.35	**.32**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	117	1	.17	--	**.38**	--	-.02-.68	-----	**.40**	--	.17	**.38**	--	-.02-.68	**.40**	--
Clerical Job: Yes	378	3	.19	.02	**.27**	.00	.23-.31	.27-.27	**.28**	.00	.19	**.27**	.00	.23-.31	**.28**	.00
Context: Research	495	4	.18	.02	**.30**	.00	.27-.33	.30-.30	**.32**	.00	.18	**.30**	.00	.27-.33	**.32**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	465	2	.29	.00	**.47**	.00	.47-.47	.47-.47	**.49**	.00	.29	**.47**	.00	.47-.47	**.49**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	465	2	.29	.00	**.48**	.00	.48-.48	.48-.48	**.50**	.00	.29	**.48**	.00	.48-.48	**.50**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	465	2	.29	.00	**.47**	.00	.47-.47	.47-.47	**.49**	.00	.29	**.47**	.00	.47-.47	**.49**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.29	.00	**.48**	.00	.48-.48	.48-.48	**.50**	.00	.29	**.48**	.00	.48-.48	**.50**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	465	2	.29	.00	**.44**	.00	.44-.44	.44-.44	**.46**	.00	.29	**.44**	.00	.44-.44	**.46**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	553	6	.22	.12	**.36**	.00	.21-.51	.36-.36	**.38**	.00	.22	**.36**	.00	.21-.51	**.38**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	408	5	.26	.11	**.43**	.00	.27-.57	.43-.43	**.45**	.00	.26	**.43**	.00	.27-.57	**.45**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	553	6	.22	.12	**.36**	.00	.21-.51	.36-.36	**.38**	.00	.22	**.36**	.00	.21-.51	**.38**	.00
Age: Below 40	91	1	.14	--	**.27**	--	-.12-.61	-----	**.29**	--	.14	**.27**	--	-.12-.61	**.29**	--

Age: 40 and above	373	3	.20	.09	**.32**	.00	.16-.47	.32-.32	**.33**	.00		.20	**.32**	.00	.16-.47	**.33**	.00
Clerical Job: No	553	6	.22	.12	**.37**	.00	.22-.51	.37-.37	**.39**	.00		.22	**.37**	.00	.22-.51	**.39**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	553	6	.22	.12	**.33**	.00	.19-.47	.33-.33	**.35**	.00		.22	**.33**	.00	.19-.47	**.35**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																	
All	553	6	.22	.12	**.36**	.00	.21-.51	.36-.36	**.38**	.00		.22	**.36**	.00	.21-.51	**.38**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	408	5	.26	.11	**.43**	.00	.27-.57	.43-.43	**.45**	.00		.26	**.43**	.00	.27-.57	**.45**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	553	6	.22	.12	**.36**	.00	.21-.51	.36-.36	**.38**	.00		.22	**.36**	.00	.21-.51	**.38**	.00
Age: Below 40	91	1	.14	--	**.27**	--	-.12-.61	-----	**.29**	--		.14	**.27**	--	-.12-.61	**.29**	--
Age: 40 and above	373	3	.20	.09	**.32**	.00	.16-.47	.32-.32	**.33**	.00		.20	**.32**	.00	.16-.47	**.33**	.00
Clerical Job: No	553	6	.22	.12	**.37**	.00	.22-.51	.37-.37	**.39**	.00		.22	**.37**	.00	.22-.51	**.39**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	553	6	.22	.12	**.33**	.00	.19-.47	.33-.33	**.35**	.00		.22	**.33**	.00	.19-.47	**.35**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Performance Determinants Measures																	
All	65	1	.12	--	**.22**	--	-.22-.62	-----	**.23**	--		.12	**.22**	--	-.22-.62	**.23**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	.12	--	**.22**	--	-.22-.62	-----	**.23**	--		.12	**.22**	--	-.22-.62	**.23**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.12	--	**.22**	--	-.23-.63	-----	**.23**	--		.12	**.22**	--	-.23-.63	**.23**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	65	1	.12	--	**.20**	--	-.20-.58	-----	**.21**	--		.12	**.20**	--	-.20-.58	**.21**	--

Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	65	1	.12	--	**.22**	--	-.22-.62	-----	**.23**	--	.12	**.22**	--	-.22-.62	**.23**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	65	1	.12	--	**.22**	--	-.22-.62	-----	**.23**	--	.12	**.22**	--	-.22-.62	**.23**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	65	1	.12	--	**.22**	--	-.23-.63	-----	**.23**	--	.12	**.22**	--	-.23-.63	**.23**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	65	1	.12	--	**.20**	--	-.20-.58	-----	**.21**	--	.12	**.20**	--	-.20-.58	**.21**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	65	1	.12	--	**.22**	--	-.22-.62	-----	**.23**	--	.12	**.22**	--	-.22-.62	**.23**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	65	1	.12	--	**.22**	--	-.22-.62	-----	**.23**	--	.12	**.22**	--	-.22-.62	**.23**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	65	1	.12	--	**.22**	--	-.23-.63	-----	**.23**	--	.12	**.22**	--	-.23-.63	**.23**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	65	1	.12	--	**.20**	--	-.20-.58	-----	**.21**	--	.12	**.20**	--	-.20-.58	**.21**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																

All	566	1	.06	--	**.10**	--	-.04-.23	-----	**.10**	--	.06	**.10**	--	-.13-.31	**.10**	--
Simple Moderator Analyses																
Complexity: High	566	1	.06	--	**.10**	--	-.04-.24	-----	**.10**	--	.06	**.10**	--	-.09-.28	**.10**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	.06	--	**.10**	--	-.04-.23	-----	**.10**	--	.06	**.10**	--	-.10-.29	**.10**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.06	--	**.09**	--	-.04-.22	-----	**.09**	--	.06	**.09**	--	-.16-.34	**.10**	--
Clerical Job: No	566	1	.06	--	**.10**	--	-.04-.24	-----	**.10**	--	.06	**.10**	--	-.13-.32	**.10**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	.06	--	**.09**	--	-.04-.21	-----	**.09**	--	.06	**.09**	--	-.10-.28	**.09**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	566	1	.10	--	**.16**	--	.02-.29	-----	**.17**	--	.10	**.16**	--	-.06-.37	**.17**	--
Simple Moderator Analyses																
Complexity: High	566	1	.10	--	**.17**	--	.02-.30	-----	**.17**	--	.10	**.17**	--	-.02-.34	**.17**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	.10	--	**.16**	--	.02-.29	-----	**.17**	--	.10	**.16**	--	-.04-.35	**.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.10	--	**.15**	--	.02-.28	-----	**.16**	--	.10	**.15**	--	-.10-.40	**.16**	--
Clerical Job: No	566	1	.10	--	**.16**	--	.02-.30	-----	**.17**	--	.10	**.16**	--	-.07-.38	**.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	.10	--	**.15**	--	.02-.27	-----	**.15**	--	.10	**.15**	--	-.04-.33	**.15**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	566	1	.10	--	**.16**	--	.02-.29	-----	**.17**	--	.10	**.16**	--	-.06-.37	**.17**	--
Simple Moderator Analyses																
Complexity: High	566	1	.10	--	**.17**	--	.02-.30	-----	**.17**	--	.10	**.17**	--	-.02-.34	**.17**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	.10	--	**.16**	--	.02-.29	-----	**.17**	--	.10	**.16**	--	-.04-.35	**.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.10	--	**.15**	--	.02-.28	-----	**.16**	--	.10	**.15**	--	-.10-.40	**.16**	--
Clerical Job: No	566	1	.10	--	**.16**	--	.02-.30	-----	**.17**	--	.10	**.16**	--	-.07-.38	**.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	.10	--	**.15**	--	.02-.27	-----	**.15**	--	.10	**.15**	--	-.04-.33	**.15**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	566	1	-.02	--	**-.03**	--	-.17-.10	-----	**-.04**	--	-.02	**-.03**	--	-.25-.19	**-.04**	--
Simple Moderator Analyses																
Complexity: High	566	1	-.02	--	**-.03**	--	-.18-.11	-----	**-.04**	--	-.02	**-.03**	--	-.22-.15	**-.04**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	-.02	--	**-.03**	--	-.17-.10	-----	**-.04**	--	-.02	**-.03**	--	-.23-.17	**-.04**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.02	--	**-.03**	--	-.16-.10	-----	**-.03**	--	-.02	**-.03**	--	-.28-.22	**-.03**	--
Clerical Job: No	566	1	-.02	--	**-.03**	--	-.18-.11	-----	**-.04**	--	-.02	**-.03**	--	-.26-.20	**-.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	-.02	--	**-.03**	--	-.16-.10	-----	**-.03**	--	-.02	**-.03**	--	-.22-.16	**-.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	566	1	-.02	--	**-.03**	--	-.17-.10	-----	**-.04**	--	-.02	**-.03**	--	-.25-.19	**-.04**	--
Simple Moderator Analyses																
Complexity: High	566	1	-.02	--	**-.03**	--	-.18-.11	-----	**-.04**	--	-.02	**-.03**	--	-.22-.15	**-.04**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	-.02	--	**-.03**	--	-.17-.10	-----	**-.04**	--	-.02	**-.03**	--	-.23-.17	**-.04**	--

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.02	--	**-.03**	--	-.16-.10	-----	**-.03**	--	-.02	**-.03**	--	-.28-.22	**-.03**	--
Clerical Job: No	566	1	-.02	--	**-.03**	--	-.18-.11	-----	**-.04**	--	-.02	**-.03**	--	-.26-.20	**-.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	-.02	--	**-.03**	--	-.16-.10	-----	**-.03**	--	-.02	**-.03**	--	-.22-.16	**-.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A12

Predictive Validity for Gf and Task Performance

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	4,016	18	.41	.07	**.54**	.00	.48-.60	.54-.54	**.60**	.00	.41	**.54**	.00	.48-.60	**.60**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,166	12	.42	.05	**.56**	.00	.52-.59	.56-.56	**.62**	.00	.42	**.56**	.00	.52-.59	**.62**	.00
Complexity: Low	1,583	4	.48	.05	**.59**	.00	.53-.66	.59-.59	**.67**	.00	.48	**.59**	.00	.53-.66	**.67**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,872	8	.47	.05	**.59**	.00	.53-.65	.59-.59	**.67**	.00	.47	**.59**	.00	.53-.65	**.67**	.00
Sample Type: Civilian	1,144	10	.28	.09	**.41**	.00	.33-.49	.41-.41	**.43**	.00	.28	**.41**	.00	.33-.49	**.43**	.00
Age: Below 40	69	1	.17	--	**.35**	--	-.14-.70	-----	**.37**	--	.17	**.35**	--	-.14-.70	**.37**	--
Age: 40 and above	188	1	.14	--	**.21**	--	.00-.40	-----	**.21**	--	.14	**.21**	--	-.02-.43	**.21**	--
Clerical Job: No	3,383	12	.45	.07	**.58**	.00	.51-.64	.58-.58	**.65**	.00	.45	**.58**	.00	.51-.64	**.65**	.00
Clerical Job: Yes	633	6	.24	.09	**.32**	.00	.22-.41	.32-.32	**.33**	.00	.24	**.32**	.00	.22-.41	**.33**	.00
Context: Research	3,623	13	.44	.07	**.56**	.00	.50-.62	.56-.56	**.63**	.00	.44	**.56**	.00	.50-.62	**.63**	.00
Context: Admin.	257	2	.15	.02	**.29**	.00	.24-.33	.29-.29	**.30**	.00	.15	**.29**	.00	.24-.33	**.30**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,166	12	.42	.05	**.56**	.00	.52-.59	.56-.56	**.62**	.00	.42	**.56**	.00	.52-.59	**.62**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.50	.00	**.64**	.00	.60-.66	.64-.64	**.72**	.00	.50	**.64**	.00	.60-.66	**.72**	.00
Age: Below 40	69	1	.17	--	**.36**	--	-.14-.72	-----	**.38**	--	.17	**.36**	--	-.14-.72	**.38**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,210	3	.50	.00	**.64**	.00	.60-.66	.64-.64	**.72**	.00	.50	**.64**	.00	.60-.66	**.72**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.52	.00	**.65**	.00	.65-.66	.65-.65	**.74**	.00	.52	**.65**	.00	.65-.66	**.74**	.00
Context: Admin.	69	1	.17	--	**.36**	--	-.14-.72	-----	**.38**	--	.17	**.36**	--	-.14-.72	**.38**	--
Sample Type: Civilian	956	9	.30	.07	**.46**	.00	.39-.52	.46-.46	**.48**	.00	.30	**.46**	.00	.39-.52	**.48**	.00

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	511	4	.32	.07	**.48**	.00	.38-.58	.48-.48	**.51**	.00	.32	**.48**	.00	.38-.58	**.51**	.00
Clerical Job: Yes	445	5	.28	.08	**.42**	.00	.33-.52	.42-.42	**.44**	.00	.28	**.42**	.00	.33-.52	**.44**	.00
Context: Research	820	6	.31	.06	**.47**	.00	.40-.54	.47-.47	**.49**	.00	.31	**.47**	.00	.40-.54	**.49**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	1,583	4	.48	.05	**.59**	.00	.53-.66	.59-.59	**.67**	.00	.48	**.59**	.00	.53-.66	**.67**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,583	4	.48	.05	**.59**	.00	.53-.66	.59-.59	**.67**	.00	.48	**.59**	.00	.53-.66	**.67**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,583	4	.48	.05	**.59**	.00	.53-.66	.59-.59	**.67**	.00	.48	**.59**	.00	.53-.66	**.67**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,583	4	.48	.05	**.59**	.00	.53-.66	.59-.59	**.67**	.00	.48	**.59**	.00	.53-.66	**.67**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	2,817	9	.39	.10	**.45**	.07	.37-.53	.36-.54	**.51**	.08	.39	**.45**	.07	.37-.53	**.51**	.08
Simple Moderator Analyses																
Complexity: High	121	1	.44	--	**.52**	--	.27-.76	-----	**.59**	--	.44	**.52**	--	.27-.76	**.59**	--
Complexity: Medium	1,647	5	.40	.14	**.47**	.13	.33-.61	.30-.63	**.53**	.15	.40	**.47**	.13	.33-.61	**.53**	.15
Complexity: Low	949	2	.36	.03	**.42**	.00	.36-.47	.42-.42	**.47**	.00	.36	**.42**	.00	.36-.47	**.47**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,817	9	.39	.10	**.45**	.07	.37-.53	.36-.54	**.51**	.08	.39	**.45**	.07	.37-.53	**.51**	.08
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,554	8	.36	.06	**.42**	.00	.37-.47	.42-.42	**.48**	.00	.36	**.42**	.00	.37-.47	**.48**	.00
Clerical Job: Yes	263	1	.61	--	**.71**	--	.59-.83	-----	**.82**	--	.61	**.71**	--	.59-.83	**.82**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,817	9	.39	.10	**.45**	.07	.37-.53	.36-.54	**.51**	.08	.39	**.45**	.07	.37-.53	**.51**	.08
Hierarchical Moderator Analysis																
Complexity: High	121	1	.44	--	**.52**	--	.27-.76	-----	**.59**	--	.44	**.52**	--	.27-.76	**.59**	--

Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	121	1	.44	--	**.52**	--	.27-.76	-----	**.59**	--	.44	**.52**	--	.27-.76	**.59**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	121	1	.44	--	**.52**	--	.27-.76	-----	**.59**	--	.44	**.52**	--	.27-.76	**.59**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	121	1	.44	--	**.52**	--	.27-.76	-----	**.59**	--	.44	**.52**	--	.27-.76	**.59**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	1,647	5	.40	.14	**.47**	.13	.33-.61	.30-.63	**.53**	.15	.40	**.47**	.13	.33-.61	**.53**	.15
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	1,647	5	.40	.14	**.47**	.13	.33-.61	.30-.63	**.53**	.15	.40	**.47**	.13	.33-.61	**.53**	.15
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,384	4	.35	.08	**.41**	.01	.31-.50	.39-.42	**.46**	.01	.35	**.41**	.01	.31-.50	**.46**	.01
Clerical Job: Yes	263	1	.61	--	**.71**	--	.59-.83	-----	**.81**	--	.61	**.71**	--	.59-.83	**.81**	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	1,647	5	.40	.14	**.47**	.13	.33-.61	.30-.63	**.53**	.15	.40	**.47**	.13	.33-.61	**.53**	.15
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	949	2	.36	.03	**.42**	.00	.36-.47	.42-.42	**.47**	.00	.36	**.42**	.00	.36-.47	**.47**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	949	2	.36	.03	**.42**	.00	.36-.47	.42-.42	**.47**	.00	.36	**.42**	.00	.36-.47	**.47**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	949	2	.36	.03	**.42**	.00	.36-.47	.42-.42	**.47**	.00	.36	**.42**	.00	.36-.47	**.47**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	949	2	.36	.03	**.42**	.00	.36-.47	.42-.42	**.47**	.00	.36	**.42**	.00	.36-.47	**.47**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Production Record																
All	524	8	-.01	.16	**-.02**	.16	-.19-.15	-.22-.18	**-.02**	.16	-.01	**-.02**	.16	-.19-.15	**-.02**	.16
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	50	1	.25	--	**.38**	--	-.03-.72	-----	**.40**	--	.25	**.38**	--	-.03-.72	**.40**	--

Complexity: Low	407	6	-.07	.13	**-.11**	.06	-.26-.05	-.19--.03	**-.11**	.06		-.06	**-.09**	.04	-.26-.08	**-.10**	.04
Sample Type: USES	184	5	.07	.20	**.12**	.18	-.17-.39	-.11-.34	**.12**	.19		.07	**.12**	.18	-.17-.39	**.12**	.19
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	340	3	-.06	.13	**-.09**	.13	-.30-.13	-.26-.08	**-.10**	.14		-.06	**-.09**	.13	-.30-.13	**-.10**	.14
Age: Below 40	184	5	.07	.20	**.12**	.18	-.17-.39	-.11-.35	**.12**	.19		.07	**.12**	.18	-.17-.39	**.12**	.19
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	474	7	-.04	.14	**-.07**	.11	-.23-.10	-.21-.08	**-.07**	.12		-.04	**-.07**	.11	-.23-.10	**-.07**	.12
Clerical Job: Yes	50	1	.25	--	**.38**	--	-.03-.72	-----	**.40**	--		.25	**.38**	--	-.03-.72	**.40**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	524	8	-.01	.16	**-.03**	.18	-.22-.17	-.25-.20	**-.03**	.19		-.01	**-.03**	.18	-.22-.17	**-.03**	.19
Hierarchical Moderator Analysis																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	50	1	.25	--	**.38**	--	-.03-.72	-----	**.40**	--		.25	**.38**	--	-.03-.72	**.40**	--
Sample Type: USES	50	1	.25	--	**.38**	--	-.03-.72	-----	**.40**	--		.25	**.38**	--	-.03-.72	**.40**	--
Age: Below 40	50	1	.25	--	**.38**	--	-.03-.72	-----	**.40**	--		.25	**.38**	--	-.03-.72	**.40**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	50	1	.25	--	**.38**	--	-.03-.72	-----	**.40**	--		.25	**.38**	--	-.03-.72	**.40**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	50	1	.25	--	**.38**	--	-.03-.72	-----	**.40**	--		.25	**.38**	--	-.03-.72	**.40**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	407	6	-.07	.13	**-.11**	.06	-.26-.05	-.19--.03	**-.11**	.06		-.06	**-.09**	.04	-.26-.08	**-.10**	.04
Sample Type: USES	134	4	.01	.20	**.01**	.14	-.30-.32	-.17-.20	**.01**	.15		.01	**.01**	.14	-.30-.32	**.01**	.15
Age: Below 40	134	4	.01	.20	**.01**	.14	-.30-.32	-.17-.20	**.01**	.15		.01	**.01**	.14	-.30-.32	**.01**	.15
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	134	4	.01	.20	**.01**	.14	-.30-.32	-.17-.20	**.01**	.15		.01	**.01**	.14	-.30-.32	**.01**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	134	4	.01	.20	**.01**	.14	-.30-.32	-.17-.20	**.01**	.15		.01	**.01**	.14	-.30-.32	**.01**	.15
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	273	2	-.11	.06	**-.16**	.00	-.28--.05	-.16--.16	**-.17**	.00		-.11	**-.16**	.00	-.27--.05	**-.17**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	273	2	-.11	.06	**-.16**	.00	-.28--.05	-.16--.16	**-.17**	.00	-.11	**-.16**	.00	-.28--.05	**-.17**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	273	2	-.11	.06	**-.16**	.00	-.28--.05	-.16--.16	**-.17**	.00	-.11	**-.16**	.00	-.28--.05	**-.17**	.00
Subjective--Supervisor Ratings---All Task Performance Measures																
All	8,206	56	.18	.12	**.31**	.10	.25-.36	.17-.44	**.32**	.11	.20	**.34**	.06	.29-.39	**.36**	.06
Simple Moderator Analyses																
Complexity: High	2,448	12	.15	.09	**.27**	.06	.18-.36	.19-.35	**.28**	.07	.17	**.29**	.08	.18-.40	**.30**	.09
Complexity: Medium	3,144	23	.19	.15	**.33**	.17	.22-.43	.11-.55	**.34**	.18	.20	**.36**	.12	.26-.45	**.37**	.12
Complexity: Low	534	8	.19	.09	**.33**	.00	.23-.42	.33-.33	**.34**	.00	.20	**.34**	.00	.23-.44	**.35**	.00
Sample Type: USES	379	5	.26	.11	**.45**	.00	.29-.60	.45-.45	**.47**	.00	.22	**.39**	.00	.22-.54	**.41**	.00
Sample Type: Military	1,080	3	.03	.15	**.06**	.33	-.33-.43	-.36-.48	**.06**	.35	.03	**.06**	.33	-.33-.43	**.06**	.35
Sample Type: Civilian	6,747	48	.20	.10	**.33**	.00	.28-.37	.33-.33	**.34**	.00	.21	**.35**	.00	.30-.39	**.36**	.00
Age: Below 40	2,477	18	.18	.17	**.35**	.24	.20-.49	.04-.66	**.37**	.26	.20	**.38**	.08	.26-.49	**.41**	.08
Age: 40 and above	2,567	11	.16	.09	**.26**	.04	.18-.34	.21-.32	**.27**	.04	.20	**.31**	.00	.21-.42	**.33**	.00
Clerical Job: No	6,846	47	.16	.12	**.29**	.12	.23-.35	.14-.44	**.30**	.13	.19	**.33**	.08	.27-.38	**.34**	.09
Clerical Job: Yes	1,360	9	.25	.08	**.36**	.00	.29-.44	.36-.36	**.38**	.00	.25	**.36**	.00	.29-.44	**.38**	.00
Context: Research	5,943	42	.17	.11	**.26**	.08	.21-.32	.17-.36	**.28**	.08	.18	**.28**	.00	.23-.33	**.30**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	2,448	12	.15	.09	**.27**	.06	.18-.36	.19-.35	**.28**	.07	.17	**.29**	.08	.18-.40	**.30**	.09
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,448	12	.15	.09	**.27**	.06	.18-.36	.19-.35	**.28**	.07	.18	**.31**	.09	.19-.42	**.32**	.09
Age: Below 40	276	3	.30	.19	**.50**	.20	.15-.79	.25-.75	**.53**	.21	.30	**.50**	.20	.15-.79	**.53**	.21
Age: 40 and above	1,783	3	.14	.04	**.23**	.00	.15-.31	.23-.23	**.24**	.00	.15	**.25**	.00	.15-.35	**.26**	.00
Clerical Job: No	2,448	12	.15	.09	**.27**	.06	.18-.36	.19-.35	**.28**	.07	.18	**.31**	.09	.19-.42	**.32**	.09
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,533	8	.14	.05	**.25**	.00	.19-.30	.25-.25	**.26**	.00	.13	**.23**	.00	.15-.30	**.24**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	3,144	23	.19	.15	**.33**	.17	.22-.43	.11-.55	**.34**	.18	.20	**.36**	.12	.26-.45	**.37**	.12
Sample Type: USES	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--	.34	**.58**	--	.31-.80	**.61**	--

Age: Below 40	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--		.34	**.58**	--	.30-.80	**.61**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--		.34	**.58**	--	.39-.74	**.61**	--
Context: Research	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--		.34	**.58**	--	.31-.79	**.61**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--		-.12	**-.28**	--	-.47--.06	**-.29**	--
Age: Below 40	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--		-.12	**-.28**	--	-.47--.06	**-.29**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--		-.12	**-.28**	--	-.47--.06	**-.29**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--		-.12	**-.28**	--	-.47--.06	**-.29**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,498	21	.23	.09	**.38**	.00	.32-.44	.38-.38	**.40**	.00		.23	**.38**	.00	.32-.44	**.40**	.00
Age: Below 40	908	5	.23	.09	**.38**	.00	.25-.51	.38-.38	**.40**	.00		.23	**.38**	.00	.25-.51	**.40**	.00
Age: 40 and above	315	5	.32	.10	**.52**	.00	.38-.65	.52-.52	**.54**	.00		.32	**.52**	.00	.38-.65	**.54**	.00
Clerical Job: No	1,569	15	.24	.10	**.39**	.00	.31-.48	.39-.39	**.41**	.00		.24	**.40**	.00	.31-.48	**.41**	.00
Clerical Job: Yes	929	6	.21	.07	**.36**	.00	.27-.44	.36-.36	**.37**	.00		.21	**.35**	.00	.27-.44	**.37**	.00
Context: Research	1,921	15	.21	.08	**.36**	.00	.29-.42	.36-.36	**.37**	.00		.21	**.36**	.00	.29-.42	**.37**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	534	8	.19	.09	**.33**	.00	.23-.42	.33-.33	**.34**	.00		.20	**.34**	.00	.23-.44	**.35**	.00
Sample Type: USES	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00		.16	**.29**	.00	.16-.40	**.30**	.00
Age: Below 40	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00		.16	**.29**	.00	.16-.40	**.30**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00		.16	**.29**	.00	.16-.40	**.30**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00		.16	**.29**	.00	.16-.40	**.30**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	358	4	.21	.10	**.35**	.00	.20-.49	.35-.35	**.36**	.00		.21	**.35**	.00	.20-.50	**.37**	.00
Age: Below 40	40	1	.38	--	**.60**	--	.19-.93	-----	**.63**	--		.38	**.60**	--	.19-.93	**.63**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	318	3	.19	.07	**.31**	.00	.18-.44	.31-.31	**.33**	.00		.19	**.32**	.00	.18-.44	**.33**	.00
Clerical Job: Yes	40	1	.38	--	**.60**	--	.19-.93	-----	**.63**	--		.38	**.60**	--	.19-.93	**.63**	--

Context: Research	313	3	.20	.09	**.32**	.00	.15-.49	.32-.32	**.34**	.00	.21	**.34**	.00	.15-.53	**.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	8,206	56	.18	.12	**.31**	.10	.26-.36	.17-.44	**.32**	.11	.20	**.34**	.06	.29-.39	**.36**	.06
Simple Moderator Analyses																
Complexity: High	2,448	12	.15	.10	**.27**	.07	.17-.35	.18-.35	**.28**	.07	.17	**.28**	.09	.17-.39	**.30**	.10
Complexity: Medium	3,144	23	.19	.15	**.33**	.17	.23-.43	.12-.55	**.35**	.18	.21	**.36**	.11	.26-.45	**.38**	.12
Complexity: Low	534	8	.19	.09	**.33**	.00	.23-.42	.33-.33	**.34**	.00	.20	**.34**	.00	.23-.44	**.35**	.00
Sample Type: USES	379	5	.26	.11	**.45**	.00	.29-.60	.45-.45	**.47**	.00	.22	**.39**	.00	.22-.54	**.41**	.00
Sample Type: Military	1,080	3	.03	.15	**.06**	.33	-.33-.43	-.36-.48	**.06**	.35	.03	**.06**	.33	-.33-.43	**.06**	.35
Sample Type: Civilian	6,747	48	.20	.10	**.33**	.00	.28-.37	.33-.33	**.34**	.00	.21	**.35**	.00	.30-.39	**.36**	.00
Age: Below 40	2,477	18	.18	.17	**.35**	.25	.20-.48	.03-.66	**.37**	.26	.20	**.38**	.09	.26-.49	**.40**	.10
Age: 40 and above	2,567	11	.16	.09	**.26**	.04	.18-.34	.21-.31	**.27**	.04	.20	**.31**	.00	.21-.41	**.33**	.00
Clerical Job: No	6,846	47	.16	.12	**.29**	.12	.23-.35	.14-.44	**.30**	.13	.19	**.33**	.08	.27-.38	**.34**	.09
Clerical Job: Yes	1,360	9	.25	.08	**.37**	.00	.30-.44	.37-.37	**.39**	.00	.25	**.37**	.00	.30-.44	**.39**	.00
Context: Research	5,943	42	.17	.11	**.26**	.08	.21-.32	.16-.37	**.28**	.08	.18	**.29**	.00	.23-.34	**.30**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	2,448	12	.15	.10	**.27**	.07	.17-.35	.18-.35	**.28**	.07	.17	**.28**	.09	.17-.39	**.30**	.10
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,448	12	.15	.10	**.27**	.07	.17-.35	.18-.35	**.28**	.07	.18	**.30**	.09	.18-.42	**.32**	.10
Age: Below 40	276	3	.29	.21	**.49**	.23	.10-.80	.19-.79	**.51**	.25	.29	**.49**	.23	.10-.80	**.51**	.25
Age: 40 and above	1,783	3	.14	.04	**.23**	.00	.15-.31	.23-.23	**.24**	.00	.15	**.25**	.00	.15-.35	**.26**	.00
Clerical Job: No	2,448	12	.15	.10	**.27**	.07	.17-.35	.18-.35	**.28**	.07	.18	**.30**	.09	.18-.42	**.32**	.10
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,533	8	.14	.05	**.24**	.00	.19-.30	.24-.24	**.26**	.00	.13	**.22**	.00	.14-.30	**.23**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	3,144	23	.19	.15	**.33**	.17	.23-.43	.12-.55	**.35**	.18	.21	**.36**	.11	.26-.45	**.38**	.12
Sample Type: USES	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--	.34	**.58**	--	.31-.80	**.61**	--
Age: Below 40	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--	.34	**.58**	--	.30-.80	**.61**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--	.34	**.58**	--	.39-.74	**.61**	--
Context: Research	203	1	.34	--	**.58**	--	.39-.74	-----	**.61**	--	.34	**.58**	--	.31-.79	**.61**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--	-.12	**-.28**	--	-.47--.06	**-.29**	--
Age: Below 40	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--	-.12	**-.28**	--	-.47--.06	**-.29**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--	-.12	**-.28**	--	-.47--.06	**-.29**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	443	1	-.12	--	**-.28**	--	-.47--.06	-----	**-.29**	--	-.12	**-.28**	--	-.47--.06	**-.29**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,498	21	.23	.09	**.39**	.00	.32-.45	.39-.39	**.40**	.00	.23	**.39**	.00	.33-.45	**.41**	.00
Age: Below 40	908	5	.23	.09	**.38**	.00	.25-.51	.38-.38	**.40**	.00	.23	**.38**	.00	.25-.51	**.40**	.00
Age: 40 and above	315	5	.32	.10	**.51**	.00	.38-.64	.51-.51	**.54**	.00	.32	**.51**	.00	.38-.64	**.54**	.00
Clerical Job: No	1,569	15	.24	.10	**.40**	.00	.32-.48	.40-.40	**.42**	.00	.24	**.40**	.00	.32-.48	**.42**	.00
Clerical Job: Yes	929	6	.22	.07	**.36**	.00	.27-.45	.36-.36	**.38**	.00	.22	**.36**	.00	.27-.45	**.38**	.00
Context: Research	1,921	15	.22	.07	**.36**	.00	.30-.42	.36-.36	**.38**	.00	.22	**.36**	.00	.30-.42	**.38**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	534	8	.19	.09	**.33**	.00	.23-.42	.33-.33	**.34**	.00	.20	**.34**	.00	.23-.44	**.35**	.00
Sample Type: USES	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00	.16	**.29**	.00	.16-.40	**.30**	.00
Age: Below 40	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00	.16	**.29**	.00	.16-.40	**.30**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00	.16	**.29**	.00	.16-.40	**.30**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	176	4	.16	.07	**.29**	.00	.16-.40	.29-.29	**.30**	.00	.16	**.29**	.00	.16-.40	**.30**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	358	4	.21	.10	**.35**	.00	.20-.49	.35-.35	**.36**	.00	.21	**.35**	.00	.20-.50	**.37**	.00
Age: Below 40	40	1	.38	--	**.60**	--	.19-.93	-----	**.63**	--	.38	**.60**	--	.19-.93	**.63**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	318	3	.19	.07	**.31**	.00	.18-.44	.31-.31	**.33**	.00	.19	**.32**	.00	.18-.44	**.33**	.00
Clerical Job: Yes	40	1	.38	--	**.60**	--	.19-.93	-----	**.63**	--	.38	**.60**	--	.19-.93	**.63**	--
Context: Research	313	3	.20	.09	**.32**	.00	.15-.49	.32-.32	**.34**	.00	.21	**.34**	.00	.15-.53	**.36**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	950	8	.18	.12	**.29**	.07	.16-.42	.20-.39	**.30**	.08	.18	**.29**	.08	.16-.42	**.31**	.09
Simple Moderator Analyses																
Complexity: High	90	1	.12	--	**.21**	--	-.15-.54	-----	**.22**	--	.12	**.21**	--	-.15-.54	**.22**	--
Complexity: Medium	679	5	.21	.08	**.36**	.00	.24-.47	.36-.36	**.37**	.00	.21	**.36**	.00	.24-.47	**.37**	.00
Complexity: Low	45	1	.32	--	**.51**	--	.08-.85	-----	**.53**	--	.32	**.51**	--	.08-.85	**.53**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	950	8	.18	.12	**.29**	.07	.16-.42	.20-.39	**.30**	.08	.18	**.29**	.08	.16-.42	**.31**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	136	1	-.02	--	**-.03**	--	-.30-.24	-----	**-.03**	--	-.02	**-.03**	--	-.30-.24	**-.03**	--
Clerical Job: No	825	7	.17	.12	**.29**	.11	.14-.44	.15-.43	**.31**	.11	.17	**.29**	.12	.13-.45	**.31**	.12
Clerical Job: Yes	125	1	.20	--	**.29**	--	.05-.53	-----	**.30**	--	.20	**.29**	--	.05-.53	**.30**	--
Context: Research	905	7	.17	.11	**.26**	.07	.13-.38	.17-.34	**.27**	.07	.17	**.26**	.07	.13-.39	**.27**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	280	3	.11	.07	**.18**	.00	.06-.30	.18-.18	**.19**	.00	.11	**.18**	.00	.06-.30	**.19**	.00
Simple Moderator Analyses																
Complexity: High	155	2	.13	.09	**.23**	.00	.02-.43	.23-.23	**.24**	.00	.13	**.23**	.00	.02-.43	**.24**	.00
Complexity: Medium	125	1	.08	--	**.14**	--	-.16-.42	-----	**.14**	--	.08	**.14**	--	-.16-.42	**.14**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	280	3	.11	.07	**.18**	.00	.06-.30	.18-.18	**.19**	.00	.11	**.18**	.00	.06-.30	**.19**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	155	2	.13	.09	**.23**	.00	.02-.42	.23-.23	**.24**	.00	.13	**.23**	.00	.02-.42	**.24**	.00
Clerical Job: Yes	125	1	.08	--	**.12**	--	-.14-.37	-----	**.12**	--	.08	**.12**	--	-.14-.37	**.12**	--
Context: Research	280	3	.11	.07	**.17**	.00	.05-.28	.17-.17	**.18**	.00	.11	**.17**	.00	.05-.28	**.18**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	2,488	15	.19	.08	**.32**	.00	.25-.39	.32-.32	**.34**	.00	.21	**.35**	.00	.27-.42	**.36**	.00
Simple Moderator Analyses																

																	657
Complexity: High	1,130	3	.15	.04	**.27**	.00	.19-.34	.27-.27	**.28**	.00		.15	**.26**	.00	.15-.37	**.28**	.00
Complexity: Medium	697	6	.24	.07	**.40**	.00	.32-.48	.40-.40	**.42**	.00		.24	**.40**	.00	.32-.48	**.42**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,488	15	.19	.08	**.32**	.00	.25-.39	.32-.32	**.34**	.00		.21	**.35**	.00	.27-.42	**.36**	.00
Age: Below 40	91	1	.09	--	**.18**	--	-.23-.54	-----	**.19**	--		.09	**.18**	--	-.23-.54	**.19**	--
Age: 40 and above	1,503	5	.17	.06	**.27**	.00	.19-.34	.27-.27	**.28**	.00		.18	**.29**	.00	.18-.40	**.30**	.00
Clerical Job: No	2,110	12	.18	.08	**.31**	.00	.23-.38	.31-.31	**.32**	.00		.20	**.33**	.00	.24-.43	**.35**	.00
Clerical Job: Yes	378	3	.26	.02	**.38**	.00	.35-.41	.38-.38	**.40**	.00		.26	**.38**	.00	.35-.41	**.40**	.00
Context: Research	2,217	12	.18	.07	**.28**	.00	.21-.34	.28-.28	**.29**	.00		.19	**.30**	.00	.22-.37	**.31**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																	
All	923	7	.20	.08	**.33**	.00	.24-.43	.33-.33	**.35**	.00		.21	**.35**	.00	.25-.44	**.36**	.00
Simple Moderator Analyses																	
Complexity: High	59	1	.21	--	**.36**	--	-.06-.72	-----	**.38**	--		.21	**.36**	--	-.06-.72	**.38**	--
Complexity: Medium	864	6	.20	.08	**.34**	.00	.23-.44	.34-.34	**.36**	.00		.20	**.34**	.00	.23-.44	**.36**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	923	7	.20	.08	**.33**	.00	.24-.43	.33-.33	**.35**	.00		.21	**.34**	.00	.24-.43	**.35**	.00
Age: Below 40	59	1	.21	--	**.40**	--	-.07-.76	-----	**.43**	--		.21	**.40**	--	-.07-.76	**.43**	--
Age: 40 and above	21	1	.48	--	**.72**	--	.21-1.00	-----	**.75**	--		.48	**.72**	--	.21-1.00	**.75**	--
Clerical Job: No	545	4	.18	.09	**.31**	.00	.17-.44	.31-.31	**.32**	.00		.19	**.32**	.00	.18-.46	**.34**	.00
Clerical Job: Yes	378	3	.24	.07	**.34**	.00	.23-.45	.34-.34	**.36**	.00		.24	**.34**	.00	.23-.45	**.36**	.00
Context: Research	902	6	.20	.07	**.30**	.00	.22-.38	.30-.30	**.31**	.00		.20	**.30**	.00	.23-.38	**.32**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																	
All	923	7	.20	.08	**.33**	.00	.24-.43	.33-.33	**.35**	.00		.21	**.35**	.00	.25-.44	**.36**	.00
Simple Moderator Analyses																	
Complexity: High	59	1	.21	--	**.36**	--	-.06-.72	-----	**.38**	--		.21	**.36**	--	-.06-.72	**.38**	--
Complexity: Medium	864	6	.20	.08	**.34**	.00	.23-.44	.34-.34	**.36**	.00		.20	**.34**	.00	.23-.44	**.36**	.00

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	923	7	.20	.08	**.33**	.00	.24-.43	.33-.33	**.35**	.00	.21	**.34**	.00	.24-.43	**.35**	.00
Age: Below 40	59	1	.21	--	**.40**	--	-.07-.76	-----	**.43**	--	.21	**.40**	--	-.07-.76	**.43**	--
Age: 40 and above	21	1	.48	--	**.72**	--	.21-1.00	-----	**.75**	--	.48	**.72**	--	.21-1.00	**.75**	--
Clerical Job: No	545	4	.18	.09	**.31**	.00	.17-.44	.31-.31	**.32**	.00	.19	**.32**	.00	.18-.46	**.34**	.00
Clerical Job: Yes	378	3	.24	.07	**.34**	.00	.23-.45	.34-.34	**.36**	.00	.24	**.34**	.00	.23-.45	**.36**	.00
Context: Research	902	6	.20	.07	**.30**	.00	.22-.38	.30-.30	**.31**	.00	.20	**.30**	.00	.23-.38	**.32**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Task Performance Measures																
All	1,520	3	.13	.12	**.25**	.18	-.01-.49	.02-.48	**.26**	.19	.12	**.24**	.24	-.11-.55	**.25**	.25
Simple Moderator Analyses																
Complexity: High	994	1	.17	--	**.31**	--	.21-.42	-----	**.33**	--	.17	**.31**	--	.13-.49	**.33**	--
Complexity: Medium	526	2	.05	.18	**.11**	.42	-.48-.64	-.43-.65	**.12**	.44	.07	**.17**	.47	-.50-.73	**.18**	.49
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	-.01	--	**-.03**	--	-.26-.21	-----	**-.03**	--	-.01	**-.03**	--	-.26-.21	**-.03**	--
Sample Type: Civilian	1,077	2	.18	.07	**.33**	.00	.16-.48	.33-.33	**.34**	.00	.21	**.37**	.00	.12-.61	**.39**	.00
Age: Below 40	443	1	-.01	--	**-.03**	--	-.26-.21	-----	**-.03**	--	-.01	**-.03**	--	-.49-.45	**-.03**	--
Age: 40 and above	994	1	.17	--	**.29**	--	.19-.39	-----	**.30**	--	.17	**.29**	--	.03-.54	**.31**	--
Clerical Job: No	1,520	3	.13	.12	**.25**	.18	-.01-.50	.02-.49	**.27**	.19	.12	**.25**	.25	-.11-.56	**.26**	.26
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,520	3	.13	.12	**.23**	.17	-.01-.46	.02-.44	**.24**	.17	.12	**.22**	.22	-.10-.52	**.23**	.23
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	1,520	3	.13	.12	**.25**	.18	-.01-.49	.02-.48	**.26**	.19	.12	**.24**	.24	-.11-.55	**.25**	.25
Simple Moderator Analyses																
Complexity: High	994	1	.17	--	**.31**	--	.21-.42	-----	**.33**	--	.17	**.31**	--	.13-.49	**.33**	--
Complexity: Medium	526	2	.05	.18	**.11**	.42	-.48-.64	-.43-.65	**.12**	.44	.07	**.17**	.47	-.50-.73	**.18**	.49

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	-.01	--	**-.03**	--	-.26-.21	-----	**-.03**	--	-.01	**-.03**	--	-.26-.21	**-.03**	--
Sample Type: Civilian	1,077	2	.18	.07	**.33**	.00	.16-.48	.33-.33	**.34**	.00	.21	**.37**	.00	.12-.61	**.39**	.00
Age: Below 40	443	1	-.01	--	**-.03**	--	-.26-.21	-----	**-.03**	--	-.01	**-.03**	--	-.49-.45	**-.03**	--
Age: 40 and above	994	1	.17	--	**.29**	--	.19-.39	-----	**.30**	--	.17	**.29**	--	.03-.54	**.31**	--
Clerical Job: No	1,520	3	.13	.12	**.25**	.18	-.01-.50	.02-.49	**.27**	.19	.12	**.25**	.25	-.11-.56	**.26**	.26
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,520	3	.13	.12	**.23**	.17	-.01-.46	.02-.44	**.24**	.17	.12	**.22**	.22	-.10-.52	**.23**	.23
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	994	1	.17	--	**.30**	--	.20-.41	-----	**.32**	--	.17	**.30**	--	.08-.52	**.32**	--
Simple Moderator Analyses																
Complexity: High	994	1	.17	--	**.31**	--	.21-.42	-----	**.33**	--	.17	**.31**	--	.13-.49	**.33**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	994	1	.17	--	**.30**	--	.20-.41	-----	**.32**	--	.17	**.30**	--	.10-.50	**.32**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	994	1	.17	--	**.29**	--	.19-.39	-----	**.30**	--	.17	**.29**	--	.03-.54	**.31**	--
Clerical Job: No	994	1	.17	--	**.31**	--	.20-.41	-----	**.33**	--	.17	**.31**	--	.07-.53	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	994	1	.17	--	**.28**	--	.18-.38	-----	**.29**	--	.17	**.28**	--	.08-.47	**.29**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	3,433	6	.08	.04	**.14**	.00	.09-.19	.14-.14	**.14**	.00	.09	**.15**	.00	.10-.21	**.16**	.00
Simple Moderator Analyses																

Complexity: High	3,291	4	.08	.04	**.14**	.00	.08-.20	.14-.14	**.15**	.00	.09	**.16**	.00	.11-.21	**.17**	.00
Complexity: Medium	19	1	-.11	--	**-.19**	--	-.85-.57	-----	**-.20**	--	-.11	**-.19**	--	-.85-.57	**-.20**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,433	6	.08	.04	**.14**	.00	.09-.19	.14-.14	**.14**	.00	.09	**.15**	.00	.10-.20	**.16**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.10	--	**.17**	--	.03-.29	-----	**.17**	--	.10	**.17**	--	-.09-.41	**.17**	--
Clerical Job: No	3,433	6	.08	.04	**.14**	.00	.09-.19	.14-.14	**.15**	.00	.09	**.15**	.00	.10-.21	**.16**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,414	5	.08	.03	**.13**	.00	.08-.17	.13-.13	**.13**	.00	.09	**.14**	.00	.10-.18	**.15**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	3,433	6	.09	.05	**.15**	.00	.09-.21	.15-.15	**.16**	.00	.10	**.17**	.00	.10-.23	**.18**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	.09	.05	**.16**	.00	.08-.23	.16-.16	**.17**	.00	.10	**.18**	.00	.11-.25	**.19**	.00
Complexity: Medium	19	1	-.11	--	**-.19**	--	-.85-.57	-----	**-.20**	--	-.11	**-.19**	--	-.85-.57	**-.20**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,433	6	.09	.05	**.15**	.00	.09-.21	.15-.15	**.16**	.00	.10	**.17**	.00	.11-.23	**.18**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.14	--	**.22**	--	.09-.35	-----	**.23**	--	.14	**.22**	--	-.03-.46	**.23**	--
Clerical Job: No	3,433	6	.09	.05	**.16**	.00	.09-.22	.16-.16	**.16**	.00	.10	**.17**	.00	.11-.24	**.18**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,414	5	.09	.04	**.14**	.00	.08-.20	.14-.14	**.15**	.00	.11	**.16**	.00	.11-.21	**.17**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	19	1	-.11	--	**-.19**	--	-.85-.56	-----	**-.20**	--	-.11	**-.19**	--	-.85-.56	**-.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	19	1	-.11	--	**-.19**	--	-.85-.57	-----	**-.20**	--	-.11	**-.19**	--	-.85-.57	**-.20**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	19	1	-.11	--	**-.19**	--	-.85-.56	-----	**-.20**	--	-.11	**-.19**	--	-.85-.56	**-.20**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	19	1	-.11	--	**-.19**	--	-.85-.57	-----	**-.20**	--	-.11	**-.19**	--	-.85-.57	**-.20**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	689	2	.14	.00	**.23**	.00	.23-.24	.23-.23	**.24**	.00	.14	**.23**	.00	.23-.24	**.25**	.00
Simple Moderator Analyses																
Complexity: High	566	1	.14	--	**.24**	--	.10-.37	-----	**.25**	--	.14	**.24**	--	.06-.41	**.25**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	689	2	.14	.00	**.23**	.00	.23-.24	.23-.23	**.24**	.00	.14	**.23**	.00	.23-.24	**.25**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.14	--	**.22**	--	.09-.35	-----	**.23**	--	.14	**.22**	--	-.03-.46	**.23**	--
Clerical Job: No	689	2	.14	.00	**.24**	.00	.24-.24	.24-.24	**.25**	.00	.14	**.24**	.00	.24-.24	**.25**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	689	2	.14	.00	**.21**	.00	.21-.22	.21-.21	**.22**	.00	.14	**.21**	.00	.21-.22	**.23**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	3,291	4	.07	.04	**.11**	.00	.05-.17	.11-.11	**.12**	.00	.07	**.12**	.00	.05-.18	**.12**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	.07	.04	**.11**	.00	.05-.17	.11-.11	**.12**	.00	.07	**.12**	.00	.06-.19	**.13**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,291	4	.07	.04	**.11**	.00	.05-.17	.11-.11	**.12**	.00	.07	**.12**	.00	.05-.18	**.12**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.03	--	**.05**	--	-.08-.18	-----	**.05**	--	.03	**.05**	--	-.21-.30	**.05**	--

Clerical Job: No	3,291	4	.07	.04	**.11**	.00	.05-.17	.11-.11	**.12**	.00		.07	**.12**	.00	.06-.18	**.13**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	3,291	4	.07	.04	**.10**	.00	.05-.15	.10-.10	**.11**	.00		.07	**.11**	.00	.05-.16	**.11**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																	
All	566	1	.03	--	**.05**	--	-.09-.19	-----	**.05**	--		.03	**.05**	--	-.17-.27	**.05**	--
Simple Moderator Analyses																	
Complexity: High	566	1	.03	--	**.05**	--	-.09-.19	-----	**.05**	--		.03	**.05**	--	-.13-.24	**.05**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	.03	--	**.05**	--	-.09-.19	-----	**.05**	--		.03	**.05**	--	-.15-.25	**.05**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.03	--	**.05**	--	-.08-.18	-----	**.05**	--		.03	**.05**	--	-.21-.30	**.05**	--
Clerical Job: No	566	1	.03	--	**.05**	--	-.09-.19	-----	**.05**	--		.03	**.05**	--	-.18-.28	**.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	566	1	.03	--	**.05**	--	-.08-.17	-----	**.05**	--		.03	**.05**	--	-.15-.24	**.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Mixed Objective/Subjective---Technical Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Table A13

Predictive Validity for Gf and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	29,467	157	.13	.11	**.21**	.11	.17-.26	.08-.35	**.23**	.11	.14	**.22**	.11	.17-.27	**.24**	.12
Simple Moderator Analyses																
Complexity: High	4,232	38	.15	.14	**.27**	.16	.19-.35	.07-.47	**.28**	.16	.17	**.29**	.15	.21-.37	**.30**	.16
Complexity: Medium	12,532	56	.09	.08	**.15**	.05	.12-.19	.09-.22	**.16**	.05	.10	**.16**	.00	.13-.19	**.17**	.00
Complexity: Low	2,758	23	.20	.10	**.30**	.00	.20-.40	.30-.30	**.33**	.00	.20	**.30**	.00	.20-.40	**.33**	.00
Sample Type: USES	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00	.17	**.31**	.00	.05-.54	**.32**	.00
Sample Type: Military	7,581	15	.08	.08	**.12**	.07	.04-.20	.03-.21	**.13**	.09	.08	**.12**	.07	.04-.20	**.13**	.09
Sample Type: Civilian	21,672	139	.15	.12	**.25**	.12	.21-.28	.10-.39	**.26**	.12	.17	**.28**	.13	.24-.32	**.29**	.14
Age: Below 40	4,271	18	.07	.09	**.14**	.12	.05-.22	-.01-.28	**.14**	.12	.09	**.18**	.07	.07-.29	**.20**	.08
Age: 40 and above	1,287	11	.21	.13	**.34**	.09	.22-.45	.23-.45	**.35**	.09	.20	**.32**	.08	.20-.43	**.33**	.08
Clerical Job: No	26,783	123	.12	.10	**.20**	.10	.15-.24	.07-.33	**.21**	.11	.12	**.20**	.11	.15-.26	**.22**	.12
Clerical Job: Yes	2,684	34	.24	.13	**.35**	.00	.28-.41	.35-.35	**.36**	.00	.24	**.35**	.00	.28-.41	**.36**	.00
Context: Research	7,265	52	.14	.11	**.21**	.07	.17-.26	.12-.31	**.22**	.08	.14	**.22**	.07	.17-.27	**.23**	.07
Context: Admin.	9,196	14	.08	.07	**.11**	.07	.04-.19	.02-.20	**.13**	.08	.08	**.12**	.08	.03-.20	**.13**	.09
Hierarchical Moderator Analysis																
Complexity: High	4,232	38	.15	.14	**.27**	.16	.19-.35	.07-.47	**.28**	.16	.17	**.29**	.15	.21-.37	**.30**	.16
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	254	1	.13	--	**.31**	--	.02-.55	-----	**.33**	--	.13	**.31**	--	.02-.55	**.33**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	254	1	.13	--	**.31**	--	.02-.55	-----	**.33**	--	.13	**.31**	--	.02-.55	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,978	37	.16	.15	**.27**	.16	.19-.35	.06-.48	**.28**	.17	.19	**.32**	.15	.24-.40	**.34**	.15
Age: Below 40	887	6	.09	.10	**.15**	.09	.01-.29	.03-.27	**.16**	.10	.09	**.16**	.09	.01-.31	**.17**	.10

Age: 40 and above	208	1	.38	--	**.61**	--	.44-.76	-----	**.64**	--		.38	**.62**	--	.33-.85	**.64**	--
Clerical Job: No	3,978	37	.16	.15	**.27**	.16	.19-.35	.06-.48	**.28**	.17		.19	**.32**	.15	.24-.40	**.34**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	1,517	9	.12	.08	**.21**	.00	.12-.30	.21-.21	**.22**	.00		.13	**.22**	.00	.11-.32	**.23**	.00
Context: Admin.	118	1	.02	--	**.04**	--	-.27-.35	-----	**.04**	--		.02	**.04**	--	-.27-.35	**.04**	--
Complexity: Medium	12,532	56	.09	.08	**.15**	.05	.12-.19	.09-.22	**.16**	.05		.10	**.16**	.00	.13-.19	**.17**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	5,487	7	.04	.02	**.06**	.00	.04-.08	.06-.06	**.07**	.00		.04	**.06**	.00	.04-.08	**.07**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	5,433	6	.04	.01	**.06**	.00	.04-.07	.06-.06	**.07**	.00		.04	**.06**	.00	.04-.07	**.07**	.00
Clerical Job: Yes	54	1	.10	--	**.24**	--	-.39-.72	-----	**.25**	--		.10	**.24**	--	-.39-.72	**.25**	--
Context: Research	128	1	-.03	--	**-.07**	--	-.46-.34	-----	**-.08**	--		-.03	**-.07**	--	-.46-.34	**-.08**	--
Context: Admin.	5,278	4	.05	.01	**.06**	.00	.05-.07	.06-.06	**.07**	.00		.05	**.06**	.00	.05-.07	**.07**	.00
Sample Type: Civilian	7,045	49	.13	.11	**.22**	.07	.17-.27	.13-.31	**.23**	.08		.16	**.27**	.00	.22-.32	**.28**	.00
Age: Below 40	2,278	4	.05	.04	**.08**	.00	.02-.14	.08-.08	**.08**	.00		.04	**.07**	.00	-.05-.19	**.07**	.00
Age: 40 and above	315	5	.24	.11	**.40**	.00	.24-.55	.40-.40	**.42**	.00		.24	**.40**	.00	.24-.55	**.42**	.00
Clerical Job: No	5,845	36	.12	.11	**.20**	.10	.14-.26	.07-.32	**.21**	.10		.15	**.25**	.08	.18-.31	**.26**	.08
Clerical Job: Yes	1,200	13	.20	.07	**.34**	.00	.28-.40	.34-.34	**.36**	.00		.21	**.35**	.00	.29-.40	**.36**	.00
Context: Research	2,913	20	.15	.10	**.25**	.03	.18-.33	.21-.29	**.26**	.03		.15	**.26**	.02	.18-.33	**.27**	.02
Context: Admin.	2,133	4	.06	.05	**.10**	.00	.02-.18	.10-.10	**.11**	.00		.12	**.21**	.00	.04-.37	**.22**	.00
Complexity: Low	2,758	23	.20	.10	**.30**	.00	.20-.40	.30-.30	**.33**	.00		.20	**.30**	.00	.20-.40	**.33**	.00
Sample Type: USES	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00		.18	**.31**	.00	.05-.55	**.33**	.00
Age: Below 40	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00		.18	**.31**	.00	.05-.55	**.33**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00		.18	**.31**	.00	.05-.55	**.33**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00		.17	**.31**	.00	.05-.54	**.33**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	1,575	4	.22	.08	**.30**	.00	.20-.41	.30-.30	**.34**	.00		.22	**.30**	.00	.20-.41	**.34**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,575	4	.22	.08	**.30**	.00	.20-.41	.30-.30	**.34**	.00		.22	**.30**	.00	.20-.41	**.34**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,575	4	.22	.08	**.30**	.00	.20-.41	.30-.30	**.34**	.00	.22	**.30**	.00	.20-.41	**.34**	.00
Sample Type: Civilian	969	16	.18	.13	**.29**	.00	.19-.39	.29-.29	**.31**	.00	.18	**.29**	.00	.19-.39	**.31**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	534	6	.14	.07	**.24**	.00	.14-.34	.24-.24	**.25**	.00	.15	**.24**	.00	.14-.34	**.25**	.00
Clerical Job: Yes	435	10	.22	.17	**.36**	.07	.18-.52	.27-.44	**.37**	.07	.21	**.35**	.08	.17-.53	**.37**	.09
Context: Research	273	2	.09	.04	**.16**	.00	.08-.24	.16-.16	**.16**	.00	.10	**.16**	.00	.08-.24	**.17**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	6,672	32	.10	.10	**.17**	.10	.12-.23	.04-.30	**.18**	.11	.13	**.21**	.10	.14-.28	**.22**	.11
Simple Moderator Analyses																
Complexity: High	2,101	11	.13	.10	**.23**	.07	.13-.33	.14-.33	**.24**	.08	.13	**.24**	.09	.13-.34	**.25**	.09
Complexity: Medium	2,966	8	.07	.06	**.12**	.03	.05-.19	.09-.16	**.13**	.03	.08	**.15**	.06	.03-.26	**.15**	.06
Complexity: Low	273	2	.09	.04	**.16**	.00	.08-.24	.16-.16	**.16**	.00	.10	**.16**	.00	.08-.24	**.17**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	382	2	.08	.11	**.18**	.17	-.17-.49	-.04-.40	**.19**	.18	.08	**.18**	.17	-.17-.49	**.19**	.18
Sample Type: Civilian	6,290	30	.10	.10	**.17**	.10	.11-.23	.04-.31	**.18**	.11	.12	**.21**	.11	.14-.28	**.22**	.12
Age: Below 40	3,667	10	.07	.08	**.13**	.11	.03-.23	-.01-.28	**.14**	.12	.09	**.17**	.08	.03-.31	**.18**	.09
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	6,399	29	.10	.10	**.17**	.11	.11-.23	.03-.31	**.18**	.11	.12	**.21**	.12	.13-.28	**.22**	.12
Clerical Job: Yes	273	3	.21	.01	**.31**	.00	.29-.32	.31-.31	**.32**	.00	.21	**.31**	.00	.29-.32	**.32**	.00
Context: Research	3,631	22	.11	.11	**.17**	.09	.10-.24	.05-.29	**.18**	.10	.12	**.18**	.09	.11-.25	**.19**	.10
Context: Admin.	2,205	4	.06	.04	**.13**	.00	.06-.21	.13-.13	**.14**	.00	.07	**.16**	.00	.01-.30	**.16**	.00
Hierarchical Moderator Analysis																
Complexity: High	2,101	11	.13	.10	**.23**	.07	.13-.33	.14-.33	**.24**	.08	.13	**.24**	.09	.13-.34	**.25**	.09
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	254	1	.13	--	**.31**	--	.02-.55	-----	**.33**	--	.13	**.31**	--	.02-.55	**.33**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	254	1	.13	--	**.31**	--	.02-.55	-----	**.33**	--	.13	**.31**	--	.02-.55	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,847	10	.13	.10	**.22**	.09	.12-.33	.10-.35	**.23**	.10	.15	**.26**	.11	.13-.39	**.27**	.11
Age: Below 40	634	3	.09	.08	**.16**	.03	.01-.31	.12-.21	**.17**	.04	.10	**.18**	.03	.00-.34	**.18**	.03
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,847	10	.13	.10	**.22**	.09	.12-.33	.10-.35	**.23**	.10	.15	**.26**	.11	.13-.39	**.27**	.11
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,217	5	.13	.06	**.22**	.00	.12-.31	.22-.22	**.23**	.00	.14	**.24**	.00	.12-.35	**.25**	.00
Context: Admin.	118	1	.02	--	**.04**	--	-.27-.35	-----	**.04**	--	.02	**.04**	--	-.27-.35	**.04**	--
Complexity: Medium	2,966	8	.07	.06	**.12**	.03	.05-.19	.09-.16	**.13**	.03	.08	**.15**	.06	.03-.26	**.15**	.06
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	128	1	-.03	--	**-.07**	--	-.46-.34	-----	**-.08**	--	-.03	**-.07**	--	-.46-.34	**-.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	128	1	-.03	--	**-.07**	--	-.46-.34	-----	**-.08**	--	-.03	**-.07**	--	-.46-.34	**-.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	128	1	-.03	--	**-.07**	--	-.46-.34	-----	**-.08**	--	-.03	**-.07**	--	-.46-.34	**-.08**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,838	7	.07	.06	**.13**	.02	.05-.20	.11-.15	**.13**	.02	.10	**.17**	.01	.05-.29	**.18**	.01
Age: Below 40	2,141	2	.05	.03	**.09**	.00	.02-.16	.09-.09	**.10**	.00	.04	**.06**	.00	-.07-.19	**.07**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,565	4	.06	.04	**.10**	.00	.04-.17	.10-.10	**.11**	.00	.06	**.10**	.00	-.02-.22	**.10**	.00
Clerical Job: Yes	273	3	.21	.01	**.36**	.00	.34-.37	.36-.36	**.37**	.00	.21	**.36**	.00	.34-.37	**.37**	.00
Context: Research	751	4	.10	.10	**.17**	.10	-.01-.33	.03-.30	**.17**	.11	.10	**.17**	.11	-.01-.35	**.18**	.11
Context: Admin.	2,087	3	.07	.04	**.11**	.00	.04-.19	.11-.11	**.12**	.00	.11	**.19**	.00	.00-.36	**.20**	.00
Complexity: Low	273	2	.09	.04	**.16**	.00	.08-.24	.16-.16	**.16**	.00	.10	**.16**	.00	.08-.24	**.17**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	273	2	.09	.04	**.16**	.00	.08-.24	.16-.16	**.16**	.00	.10	**.16**	.00	.08-.24	**.17**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	273	2	.09	.04	**.16**	.00	.08-.24	.16-.16	**.16**	.00	.09	**.16**	.00	.08-.24	**.17**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	273	2	.09	.04	**.16**	.00	.08-.24	.16-.16	**.16**	.00	.10	**.16**	.00	.08-.24	**.17**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	24,754	116	.13	.11	**.21**	.11	.16-.25	.07-.34	**.22**	.11	.13	**.21**	.11	.16-.27	**.23**	.12
Simple Moderator Analyses																
Complexity: High	2,713	28	.15	.16	**.27**	.18	.17-.37	.04-.51	**.29**	.19	.17	**.29**	.18	.19-.39	**.31**	.18
Complexity: Medium	11,425	46	.09	.08	**.14**	.06	.10-.18	.06-.22	**.15**	.06	.09	**.15**	.00	.12-.18	**.16**	.00
Complexity: Low	2,207	17	.22	.09	**.32**	.00	.21-.42	.32-.32	**.35**	.00	.22	**.32**	.00	.21-.42	**.35**	.00
Sample Type: USES	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00	.17	**.31**	.00	.05-.54	**.32**	.00
Sample Type: Military	7,453	14	.08	.08	**.12**	.07	.04-.20	.04-.21	**.14**	.08	.08	**.12**	.07	.04-.20	**.14**	.08
Sample Type: Civilian	17,087	99	.15	.12	**.24**	.12	.21-.28	.09-.40	**.25**	.13	.17	**.28**	.14	.24-.33	**.30**	.15
Age: Below 40	3,104	11	.05	.07	**.10**	.05	.02-.18	.04-.17	**.11**	.05	.08	**.16**	.00	.02-.29	**.17**	.00
Age: 40 and above	1,287	11	.21	.13	**.34**	.09	.22-.45	.23-.45	**.35**	.09	.20	**.32**	.08	.20-.43	**.33**	.08
Clerical Job: No	22,784	94	.12	.10	**.19**	.10	.14-.24	.06-.33	**.21**	.11	.12	**.19**	.12	.13-.26	**.21**	.12
Clerical Job: Yes	1,970	22	.24	.13	**.36**	.00	.28-.43	.36-.36	**.37**	.00	.24	**.35**	.00	.28-.43	**.37**	.00
Context: Research	3,765	31	.16	.11	**.25**	.05	.19-.31	.18-.31	**.26**	.05	.16	**.25**	.05	.19-.31	**.26**	.05
Context: Admin.	9,001	11	.07	.07	**.11**	.08	.03-.19	.01-.20	**.12**	.09	.08	**.11**	.08	.03-.20	**.13**	.10
Hierarchical Moderator Analysis																
Complexity: High	2,713	28	.15	.16	**.27**	.18	.17-.37	.04-.51	**.29**	.19	.17	**.29**	.18	.19-.39	**.31**	.18
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	254	1	.13	--	**.31**	--	.02-.55	-----	**.33**	--	.13	**.31**	--	.02-.55	**.33**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	254	1	.13	--	**.31**	--	.02-.55	-----	**.33**	--	.13	**.31**	--	.02-.55	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,459	27	.16	.17	**.27**	.20	.16-.37	.02-.52	**.28**	.20	.19	**.33**	.16	.22-.43	**.35**	.17
Age: Below 40	612	4	.06	.11	**.10**	.12	-.08-.28	-.04-.25	**.11**	.12	.07	**.12**	.13	-.09-.32	**.13**	.13
Age: 40 and above	208	1	.38	--	**.61**	--	.44-.76	-----	**.64**	--	.38	**.62**	--	.33-.85	**.64**	--
Clerical Job: No	2,459	27	.16	.17	**.27**	.20	.16-.37	.02-.52	**.28**	.20	.19	**.33**	.16	.22-.43	**.35**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	300	4	.09	.14	**.16**	.13	-.08-.40	-.01-.34	**.17**	.14	.09	**.16**	.13	-.08-.40	**.17**	.14
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	11,425	46	.09	.08	**.14**	.06	.10-.18	.06-.22	**.15**	.06	.09	**.15**	.00	.12-.18	**.16**	.00

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,359	6	.05	.02	**.06**	.00	.04-.08	.06-.06	**.07**	.00	.05	**.06**	.00	.04-.08	**.07**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,305	5	.04	.01	**.06**	.00	.05-.08	.06-.06	**.07**	.00	.04	**.06**	.00	.05-.08	**.07**	.00
Clerical Job: Yes	54	1	.10	--	**.24**	--	-.39-.72	-----	**.25**	--	.10	**.24**	--	-.39-.72	**.25**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.05	.01	**.06**	.00	.05-.07	.06-.06	**.07**	.00	.05	**.06**	.00	.05-.07	**.07**	.00
Sample Type: Civilian	6,066	40	.12	.11	**.21**	.09	.15-.26	.09-.33	**.22**	.10	.16	**.26**	.02	.20-.32	**.28**	.02
Age: Below 40	2,278	4	.04	.04	**.07**	.00	.01-.13	.07-.07	**.07**	.00	.04	**.07**	.00	-.05-.18	**.07**	.00
Age: 40 and above	315	5	.24	.11	**.40**	.00	.24-.55	.40-.40	**.42**	.00	.24	**.40**	.00	.24-.55	**.42**	.00
Clerical Job: No	5,200	32	.11	.12	**.19**	.12	.12-.26	.04-.34	**.20**	.12	.15	**.25**	.09	.18-.32	**.26**	.10
Clerical Job: Yes	866	8	.19	.05	**.32**	.00	.26-.37	.32-.32	**.33**	.00	.19	**.32**	.00	.26-.38	**.34**	.00
Context: Research	2,293	17	.16	.11	**.26**	.03	.18-.35	.23-.30	**.28**	.03	.16	**.26**	.03	.18-.35	**.28**	.03
Context: Admin.	2,056	2	.04	.04	**.08**	.03	-.02-.17	.04-.11	**.08**	.03	.08	**.13**	.07	-.12-.38	**.14**	.08
Complexity: Low	2,207	17	.22	.09	**.32**	.00	.21-.42	.32-.32	**.35**	.00	.22	**.32**	.00	.21-.42	**.35**	.00
Sample Type: USES	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00	.18	**.31**	.00	.05-.55	**.33**	.00
Age: Below 40	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00	.18	**.31**	.00	.05-.55	**.33**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00	.18	**.31**	.00	.05-.55	**.33**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	214	3	.17	.13	**.31**	.00	.05-.54	.31-.31	**.32**	.00	.17	**.31**	.00	.05-.54	**.33**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,575	4	.22	.08	**.30**	.00	.20-.41	.30-.30	**.34**	.00	.22	**.30**	.00	.20-.41	**.34**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,575	4	.22	.08	**.30**	.00	.20-.41	.30-.30	**.34**	.00	.22	**.30**	.00	.20-.41	**.34**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,575	4	.22	.08	**.30**	.00	.20-.41	.30-.30	**.34**	.00	.22	**.30**	.00	.20-.41	**.34**	.00
Sample Type: Civilian	418	10	.23	.11	**.38**	.00	.27-.48	.38-.38	**.40**	.00	.23	**.38**	.00	.27-.48	**.40**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	159	3	.20	.09	**.32**	.00	.16-.48	.32-.32	**.34**	.00	.20	**.32**	.00	.16-.48	**.34**	.00

Clerical Job: Yes	259	7	.25	.12	**.41**	.00	.27-.55	.41-.41	**.43**	.00	.25	**.41**	.00	.27-.55	**.43**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	795	13	.23	.16	**.37**	.11	.23-.50	.24-.51	**.39**	.11	.23	**.37**	.11	.23-.50	**.39**	.11
Simple Moderator Analyses																
Complexity: High	31	1	.50	--	**.77**	--	.39-1.00	-----	**.81**	--	.50	**.77**	--	.39-1.00	**.81**	--
Complexity: Medium	282	4	.23	.12	**.39**	.00	.19-.57	.39-.39	**.41**	.00	.23	**.39**	.00	.19-.57	**.41**	.00
Complexity: Low	278	4	.18	.19	**.29**	.22	-.02-.57	.01-.57	**.30**	.23	.16	**.26**	.25	-.09-.59	**.28**	.26
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	795	13	.23	.16	**.37**	.11	.23-.50	.24-.51	**.39**	.11	.23	**.37**	.11	.23-.50	**.39**	.11
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	354	4	.22	.11	**.37**	.00	.19-.54	.37-.37	**.39**	.00	.22	**.37**	.00	.19-.54	**.39**	.00
Clerical Job: Yes	441	9	.23	.20	**.34**	.16	.15-.52	.13-.54	**.35**	.17	.23	**.34**	.16	.15-.52	**.35**	.17
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	31	1	.50	--	**.77**	--	.39-1.00	-----	**.81**	--	.50	**.77**	--	.39-1.00	**.81**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	31	1	.50	--	**.77**	--	.39-1.00	-----	**.81**	--	.50	**.77**	--	.39-1.00	**.81**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	31	1	.50	--	**.77**	--	.39-1.00	-----	**.81**	--	.50	**.77**	--	.39-1.00	**.81**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	282	4	.23	.12	**.39**	.00	.19-.57	.39-.39	**.41**	.00	.23	**.39**	.00	.19-.57	**.41**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	282	4	.23	.12	**.39**	.00	.19-.57	.39-.39	**.41**	.00	.23	**.39**	.00	.19-.57	**.41**	.00

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	221	2	.19	.08	**.32**	.00	.14-.49	.32-.32	**.33**	.00	.19	**.32**	.00	.14-.49	**.33**	.00
Clerical Job: Yes	61	2	.39	.13	**.62**	.00	.36-.84	.62-.62	**.65**	.00	.39	**.62**	.00	.36-.84	**.65**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	278	4	.18	.19	**.29**	.22	-.02-.57	.01-.57	**.30**	.23	.16	**.26**	.25	-.09-.59	**.28**	.26
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	278	4	.18	.19	**.29**	.22	-.02-.57	.01-.57	**.30**	.23	.17	**.28**	.23	-.04-.58	**.29**	.24
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	102	1	.20	--	**.33**	--	.02-.61	-----	**.35**	--	.20	**.33**	--	.02-.61	**.35**	--
Clerical Job: Yes	176	3	.16	.25	**.27**	.33	-.21-.69	-.16-.69	**.28**	.35	.13	**.22**	.39	-.34-.71	**.23**	.41
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	65	1	.21	--	**.37**	--	-.04-.73	-----	**.39**	--	.21	**.37**	--	-.04-.73	**.39**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	.21	--	**.37**	--	-.04-.73	-----	**.39**	--	.21	**.37**	--	-.04-.73	**.39**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.21	--	**.38**	--	-.05-.74	-----	**.40**	--	.21	**.38**	--	-.05-.74	**.40**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	.21	--	**.35**	--	-.04-.70	-----	**.36**	--	.21	**.35**	--	-.04-.70	**.36**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	65	1	.21	--	**.37**	--	-.04-.73	-----	**.39**	--	.21	**.37**	--	-.04-.73	**.39**	--
Simple Moderator Analyses																

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	.21	--	**.37**	--	-.04-.73	-----	**.39**	--	.21	**.37**	--	-.04-.73	**.39**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.21	--	**.38**	--	-.05-.74	-----	**.40**	--	.21	**.38**	--	-.05-.74	**.40**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	.21	--	**.35**	--	-.04-.70	-----	**.36**	--	.21	**.35**	--	-.04-.70	**.36**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.05**	.00	-.14-.04	**-.05**	.00
Simple Moderator Analyses																
Complexity: High	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.04**	.00	-.14-.05	**-.05**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.05**	.00	-.14-.05	**-.05**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.05**	.00	-.15-.04	**-.05**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,886	4	-.02	.05	**-.04**	.04	-.11-.03	-.09-.02	**-.04**	.04	-.03	**-.04**	.00	-.13-.04	**-.05**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.05**	.00	-.14-.04	**-.05**	.00
Simple Moderator Analyses																
Complexity: High	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.04**	.00	-.14-.05	**-.05**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.05**	.00	-.14-.05	**-.05**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,886	4	-.02	.05	**-.04**	.05	-.12-.04	-.10-.02	**-.04**	.05	-.03	**-.05**	.00	-.15-.04	**-.05**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,886	4	-.02	.05	**-.04**	.04	-.11-.03	-.09-.02	**-.04**	.04	-.03	**-.04**	.00	-.13-.04	**-.05**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	321	1	.17	--	**.28**	--	.11-.45	-----	**.30**	--	.17	**.28**	--	.07-.48	**.30**	--
Simple Moderator Analyses																
Complexity: High	321	1	.17	--	**.29**	--	.11-.46	-----	**.31**	--	.17	**.29**	--	.11-.46	**.31**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	321	1	.17	--	**.28**	--	.11-.45	-----	**.30**	--	.17	**.28**	--	.09-.46	**.30**	--
Age: Below 40	321	1	.17	--	**.33**	--	.13-.51	-----	**.35**	--	.17	**.33**	--	-.04-.64	**.35**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	321	1	.17	--	**.29**	--	.11-.46	-----	**.30**	--	.17	**.29**	--	.07-.49	**.30**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	321	1	.17	--	**.26**	--	.10-.42	-----	**.27**	--	.17	**.26**	--	.07-.44	**.27**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	321	1	.17	--	**.28**	--	.11-.45	-----	**.30**	--	.17	**.28**	--	.07-.48	**.30**	--
Simple Moderator Analyses																
Complexity: High	321	1	.17	--	**.29**	--	.11-.46	-----	**.31**	--	.17	**.29**	--	.11-.46	**.31**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	321	1	.17	--	**.28**	--	.11-.45	-----	**.30**	--	.17	**.28**	--	.09-.46	**.30**	--
Age: Below 40	321	1	.17	--	**.33**	--	.13-.51	-----	**.35**	--	.17	**.33**	--	-.04-.64	**.35**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	321	1	.17	--	**.29**	--	.11-.46	-----	**.30**	--	.17	**.29**	--	.07-.49	**.30**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	321	1	.17	--	**.26**	--	.10-.42	-----	**.27**	--	.17	**.26**	--	.07-.44	**.27**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A14

Predictive Validity for Gf and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	841	2	-.15	.05	**-.18**	.00	-.26--.10	-.18--.18	**-.19**	.00	-.13	**-.16**	.00	-.31--.02	**-.17**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	816	1	-.15	--	**-.19**	--	-.27--.11	-----	**-.20**	--	-.15	**-.19**	--	-.33--.05	**-.20**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	841	2	-.15	.05	**-.18**	.00	-.26--.10	-.18--.18	**-.19**	.00	-.14	**-.17**	.00	-.30--.03	**-.18**	.00
Age: Below 40	816	1	-.15	--	**-.22**	--	-.31--.13	-----	**-.23**	--	-.15	**-.22**	--	-.48-.06	**-.24**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	841	2	-.15	.05	**-.19**	.00	-.27--.10	-.19--.19	**-.19**	.00	-.13	**-.17**	.00	-.31--.02	**-.17**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	841	2	-.15	.05	**-.22**	.00	-.32--.12	-.22--.22	**-.23**	.00	-.14	**-.21**	.00	-.35--.07	**-.22**	.00
Objective--Composite/Overall CWB Measures																
All	841	2	-.16	.05	**-.20**	.02	-.29--.11	-.22--.18	**-.21**	.02	-.15	**-.18**	.02	-.33--.03	**-.19**	.02
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.35--.07	**-.22**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	841	2	-.16	.05	**-.20**	.02	-.29--.11	-.22--.18	**-.21**	.02	-.15	**-.19**	.02	-.33--.04	**-.20**	.02
Age: Below 40	816	1	-.17	--	**-.24**	--	-.33--.15	-----	**-.26**	--	-.17	**-.24**	--	-.49-.03	**-.26**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	841	2	-.16	.05	**-.21**	.02	-.29--.12	-.23--.18	**-.22**	.02	-.15	**-.19**	.02	-.34--.02	**-.19**	.02

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	841	2	-.16	.05	**-.25**	.00	-.35--.14	-.25--.25	**-.26**	.00	-.16	**-.24**	.00	-.38--.08	**-.25**	.00
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.36--.05	**-.22**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.35--.07	**-.22**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.35--.07	**-.22**	--
Age: Below 40	816	1	-.17	--	**-.24**	--	-.33--.15	-----	**-.26**	--	-.17	**-.24**	--	-.49-.03	**-.26**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.37--.05	**-.22**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.17	--	**-.26**	--	-.35--.16	-----	**-.27**	--	-.17	**-.26**	--	-.39--.11	**-.27**	--
Objective--CWB-I Measures																
All	816	1	-.12	--	**-.15**	--	-.23--.06	-----	**-.15**	--	-.12	**-.15**	--	-.30-.01	**-.15**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.12	--	**-.15**	--	-.23--.07	-----	**-.16**	--	-.12	**-.15**	--	-.29--.01	**-.16**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.12	--	**-.15**	--	-.23--.06	-----	**-.15**	--	-.12	**-.15**	--	-.29-.00	**-.15**	--
Age: Below 40	816	1	-.12	--	**-.17**	--	-.27--.08	-----	**-.18**	--	-.12	**-.17**	--	-.44-.11	**-.19**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.12	--	**-.15**	--	-.23--.07	-----	**-.16**	--	-.12	**-.15**	--	-.31-.02	**-.16**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.12	--	**-.18**	--	-.28--.08	-----	**-.19**	--	-.12	**-.18**	--	-.33--.03	**-.19**	--
Objective--CWB-I Measures---Overall CWB-I																

																	676
All	816	1	-.12	--	**-.15**	--	-.23--.06	-----	**-.15**	--	-.12	**-.15**	--	-.30-.01	**-.15**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	816	1	-.12	--	**-.15**	--	-.23--.07	-----	**-.16**	--	-.12	**-.15**	--	-.29--.01	**-.16**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	816	1	-.12	--	**-.15**	--	-.23--.06	-----	**-.15**	--	-.12	**-.15**	--	-.29-.00	**-.15**	--	
Age: Below 40	816	1	-.12	--	**-.17**	--	-.27--.08	-----	**-.18**	--	-.12	**-.17**	--	-.44-.11	**-.19**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	816	1	-.12	--	**-.15**	--	-.23--.07	-----	**-.16**	--	-.12	**-.15**	--	-.31-.02	**-.16**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	816	1	-.12	--	**-.18**	--	-.28--.08	-----	**-.19**	--	-.12	**-.18**	--	-.33--.03	**-.19**	--	
Objective--CWB-O Measures																	
All	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.36--.05	**-.22**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.35--.07	**-.22**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.35--.07	**-.22**	--	
Age: Below 40	816	1	-.17	--	**-.24**	--	-.33--.15	-----	**-.26**	--	-.17	**-.24**	--	-.49-.03	**-.26**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.37--.05	**-.22**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	816	1	-.17	--	**-.26**	--	-.35--.16	-----	**-.27**	--	-.17	**-.26**	--	-.39--.11	**-.27**	--	
Objective--CWB-O Measures---Overall CWB-O																	
All	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.36--.05	**-.22**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.35--.07	**-.22**	--	

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.35--.07	**-.22**	--
Age: Below 40	816	1	-.17	--	**-.24**	--	-.33--.15	-----	**-.26**	--	-.17	**-.24**	--	-.49-.03	**-.26**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.17	--	**-.21**	--	-.29--.13	-----	**-.22**	--	-.17	**-.21**	--	-.37--.05	**-.22**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.17	--	**-.26**	--	-.35--.16	-----	**-.27**	--	-.17	**-.26**	--	-.39--.11	**-.27**	--
Subjective--Supervisor Ratings---All CWB Measures																
All	502	5	-.16	.09	**-.26**	.00	-.39--.12	-.26--.26	**-.27**	.00	-.16	**-.26**	.00	-.39--.12	**-.27**	.00
Simple Moderator Analyses																
Complexity: High	124	2	-.09	.09	**-.15**	.00	-.36-.07	-.15--.15	**-.16**	.00	-.09	**-.15**	.00	-.36-.07	**-.16**	.00
Complexity: Medium	378	3	-.18	.10	**-.30**	.00	-.47--.12	-.30--.30	**-.32**	.00	-.18	**-.30**	.00	-.47--.12	**-.32**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	502	5	-.16	.09	**-.26**	.00	-.39--.12	-.26--.26	**-.27**	.00	-.16	**-.26**	.00	-.39--.12	**-.27**	.00
Age: Below 40	59	1	-.15	--	**-.29**	--	-.69-.20	-----	**-.31**	--	-.15	**-.29**	--	-.69-.20	**-.31**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	124	2	-.09	.09	**-.15**	.00	-.35-.07	-.15--.15	**-.15**	.00	-.09	**-.15**	.00	-.35-.07	**-.15**	.00
Clerical Job: Yes	378	3	-.18	.10	**-.26**	.00	-.41--.10	-.26--.26	**-.27**	.00	-.18	**-.26**	.00	-.41--.10	**-.27**	.00
Context: Research	502	5	-.16	.09	**-.24**	.00	-.36--.11	-.24--.24	**-.25**	.00	-.16	**-.24**	.00	-.36--.11	**-.25**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	59	1	-.15	--	**-.25**	--	-.63-.17	-----	**-.26**	--	-.15	**-.25**	--	-.63-.17	**-.26**	--
Simple Moderator Analyses																
Complexity: High	59	1	-.15	--	**-.26**	--	-.65-.18	-----	**-.27**	--	-.15	**-.26**	--	-.65-.18	**-.27**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	59	1	-.15	--	**-.25**	--	-.63-.17	-----	**-.26**	--	-.15	**-.25**	--	-.63-.17	**-.26**	--
Age: Below 40	59	1	-.15	--	**-.29**	--	-.69-.20	-----	**-.31**	--	-.15	**-.29**	--	-.69-.20	**-.31**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	59	1	-.15	--	**-.26**	--	-.64-.18	-----	**-.27**	--	-.15	**-.26**	--	-.64-.18	**-.27**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	59	1	-.15	--	**-.23**	--	-.60-.16	-----	**-.24**	--	-.15	**-.23**	--	-.60-.16	**-.24**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	59	1	-.15	--	**-.25**	--	-.63-.17	-----	**-.26**	--	-.15	**-.25**	--	-.63-.17	**-.26**	--
Simple Moderator Analyses																
Complexity: High	59	1	-.15	--	**-.26**	--	-.65-.18	-----	**-.27**	--	-.15	**-.26**	--	-.65-.18	**-.27**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	59	1	-.15	--	**-.25**	--	-.63-.17	-----	**-.26**	--	-.15	**-.25**	--	-.63-.17	**-.26**	--
Age: Below 40	59	1	-.15	--	**-.29**	--	-.69-.20	-----	**-.31**	--	-.15	**-.29**	--	-.69-.20	**-.31**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	59	1	-.15	--	**-.26**	--	-.64-.18	-----	**-.27**	--	-.15	**-.26**	--	-.64-.18	**-.27**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	59	1	-.15	--	**-.23**	--	-.60-.16	-----	**-.24**	--	-.15	**-.23**	--	-.60-.16	**-.24**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	443	4	-.16	.10	**-.26**	.00	-.42--.09	-.26--.26	**-.27**	.00	-.16	**-.26**	.00	-.42--.09	**-.27**	.00
Simple Moderator Analyses																
Complexity: High	65	1	-.03	--	**-.04**	--	-.46-.38	-----	**-.05**	--	-.03	**-.04**	--	-.46-.38	**-.05**	--
Complexity: Medium	378	3	-.18	.10	**-.30**	.00	-.47--.12	-.30--.30	**-.32**	.00	-.18	**-.30**	.00	-.47--.12	**-.32**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	443	4	-.16	.10	**-.26**	.00	-.42--.09	-.26--.26	**-.27**	.00	-.16	**-.26**	.00	-.42--.09	**-.27**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	-.03	--	**-.04**	--	-.45-.37	-----	**-.05**	--	-.03	**-.04**	--	-.45-.37	**-.05**	--
Clerical Job: Yes	378	3	-.18	.10	**-.26**	.00	-.41--.10	-.26--.26	**-.27**	.00	-.18	**-.26**	.00	-.41--.10	**-.27**	.00
Context: Research	443	4	-.16	.10	**-.24**	.00	-.39--.08	-.24--.24	**-.25**	.00	-.16	**-.24**	.00	-.39--.08	**-.25**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	378	3	-.18	.10	**-.30**	.00	-.46--.12	-.30--.30	**-.31**	.00	-.18	**-.30**	.00	-.46--.12	**-.31**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	378	3	-.18	.10	**-.30**	.00	-.47--.12	-.30--.30	**-.32**	.00	-.18	**-.30**	.00	-.47--.12	**-.32**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	378	3	-.18	.10	**-.30**	.00	-.46--.12	-.30--.30	**-.31**	.00	-.18	**-.30**	.00	-.46--.12	**-.31**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	378	3	-.18	.10	**-.26**	.00	-.41--.10	-.26--.26	**-.27**	.00	-.18	**-.26**	.00	-.41--.10	**-.27**	.00
Context: Research	378	3	-.18	.10	**-.27**	.00	-.43--.11	-.27--.27	**-.29**	.00	-.18	**-.27**	.00	-.43--.11	**-.29**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	65	1	-.03	--	**-.04**	--	-.44-.36	-----	**-.04**	--	-.03	**-.04**	--	-.44-.36	**-.04**	--
Simple Moderator Analyses																
Complexity: High	65	1	-.03	--	**-.04**	--	-.46-.38	-----	**-.05**	--	-.03	**-.04**	--	-.46-.38	**-.05**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	-.03	--	**-.04**	--	-.44-.36	-----	**-.04**	--	-.03	**-.04**	--	-.44-.36	**-.04**	--

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	-.03	--	**-.04**	--	-.45-.37	-----	**-.05**	--	-.03	**-.04**	--	-.45-.37	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	-.03	--	**-.04**	--	-.41-.34	-----	**-.04**	--	-.03	**-.04**	--	-.41-.34	**-.04**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB Measures																
All	176	1	.13	--	**.19**	--	-.02-.40	-----	**.20**	--	.13	**.19**	--	-.02-.40	**.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	176	1	.13	--	**.19**	--	-.02-.40	-----	**.20**	--	.13	**.19**	--	-.02-.40	**.20**	--
Age: Below 40	176	1	.13	--	**.23**	--	-.03-.46	-----	**.24**	--	.13	**.23**	--	-.11-.53	**.24**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	176	1	.13	--	**.20**	--	-.02-.41	-----	**.21**	--	.13	**.20**	--	-.02-.41	**.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	176	1	.13	--	**.18**	--	-.02-.37	-----	**.19**	--	.13	**.18**	--	-.02-.37	**.19**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	176	1	.13	--	**.20**	--	-.02-.41	-----	**.20**	--	.13	**.20**	--	-.02-.41	**.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	176	1	.13	--	**.20**	--	-.02-.41	-----	**.20**	--	.13	**.20**	--	-.02-.41	**.20**	--

Age: Below 40	176	1	.13	--	**.23**	--	-.03-.46	-----	**.24**	--	.13	**.23**	--	-.12-.53	**.24**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	176	1	.13	--	**.20**	--	-.02-.41	-----	**.21**	--	.13	**.20**	--	-.02-.41	**.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	176	1	.13	--	**.18**	--	-.02-.37	-----	**.19**	--	.13	**.18**	--	-.02-.37	**.19**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A15

Predictive Validity of Gf and OCB

Criterion	*N*	K	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	3,642	22	.08	.10	**.14**	.09	.07-.21	.02-.26	**.15**	.10	.10	**.18**	.05	.11-.25	**.19**	.05
Simple Moderator Analyses																
Complexity: High	1,538	8	.02	.04	**.03**	.00	-.02-.09	.03-.03	**.04**	.00	.04	**.07**	.00	.01-.12	**.07**	.00
Complexity: Medium	1,063	8	.12	.12	**.21**	.12	.06-.34	.06-.35	**.22**	.12	.12	**.21**	.12	.06-.34	**.22**	.12
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	424	2	.09	.01	**.20**	.00	.16-.24	.20-.20	**.21**	.00	.09	**.20**	.00	.16-.24	**.21**	.00
Sample Type: Civilian	3,218	20	.08	.10	**.13**	.11	.06-.21	.00-.27	**.14**	.11	.11	**.18**	.08	.10-.25	**.18**	.08
Age: Below 40	392	3	.03	.16	**.05**	.27	-.30-.40	-.29-.39	**.05**	.28	.01	**.03**	.25	-.34-.39	**.03**	.27
Age: 40 and above	1,324	3	.05	.13	**.08**	.20	-.17-.31	-.18-.33	**.08**	.21	.13	**.21**	.22	-.09-.50	**.22**	.23
Clerical Job: No	3,264	19	.07	.10	**.13**	.11	.05-.21	-.01-.27	**.14**	.12	.10	**.18**	.08	.09-.26	**.18**	.09
Clerical Job: Yes	378	3	.14	.03	**.20**	.00	.15-.25	.20-.20	**.21**	.00	.14	**.20**	.00	.15-.25	**.21**	.00
Context: Research	3,104	18	.08	.11	**.12**	.11	.05-.20	-.01-.26	**.13**	.11	.11	**.17**	.08	.09-.24	**.17**	.08
Context: Admin.	155	1	.08	--	**.17**	--	-.15-.47	-----	**.18**	--	.08	**.17**	--	-.15-.47	**.18**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	261	2	.13	.04	**.22**	.00	.13-.31	.22-.22	**.23**	.00	.13	**.22**	.00	.13-.31	**.23**	.00
Simple Moderator Analyses																
Complexity: High	59	1	.18	--	**.31**	--	-.12-.68	-----	**.33**	--	.18	**.31**	--	-.12-.68	**.33**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	261	2	.13	.04	**.22**	.00	.13-.31	.22-.22	**.23**	.00	.13	**.22**	.00	.13-.31	**.23**	.00
Age: Below 40	261	2	.13	.04	**.25**	.00	.15-.35	.25-.25	**.27**	.00	.14	**.27**	.00	.15-.39	**.29**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	261	2	.13	.04	**.22**	.00	.13-.31	.22-.22	**.23**	.00	.13	**.22**	.00	.13-.31	**.23**	.00

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	261	2	.13	.04	**.20**	.00	.12-.28	.20-.20	**.21**	.00	.13	**.20**	.00	.12-.28	**.21**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	2,638	15	.06	.08	**.11**	.00	.04-.17	.11-.11	**.11**	.00	.09	**.16**	.00	.09-.22	**.16**	.00
Simple Moderator Analyses																
Complexity: High	1,538	8	.02	.04	**.03**	.00	-.02-.07	.03-.03	**.03**	.00	.03	**.06**	.00	.01-.10	**.06**	.00
Complexity: Medium	378	3	.12	.01	**.20**	.00	.18-.22	.20-.20	**.20**	.00	.12	**.20**	.00	.18-.22	**.20**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.08	--	**.19**	--	-.07-.43	-----	**.20**	--	.08	**.19**	--	-.07-.43	**.20**	--
Sample Type: Civilian	2,331	14	.06	.08	**.10**	.03	.03-.17	.06-.14	**.10**	.03	.09	**.15**	.00	.08-.22	**.16**	.00
Age: Below 40	59	1	.08	--	**.16**	--	-.34-.60	-----	**.17**	--	.08	**.16**	--	-.34-.60	**.17**	--
Age: 40 and above	1,324	3	.04	.12	**.07**	.17	-.15-.28	-.15-.29	**.07**	.18	.12	**.19**	.18	-.08-.45	**.20**	.19
Clerical Job: No	2,260	12	.05	.08	**.09**	.05	.01-.17	.03-.16	**.10**	.05	.08	**.15**	.00	.06-.24	**.16**	.00
Clerical Job: Yes	378	3	.12	.01	**.17**	.00	.15-.18	.17-.17	**.18**	.00	.12	**.17**	.00	.15-.18	**.18**	.00
Context: Research	2,100	11	.06	.09	**.09**	.07	.01-.16	.00-.17	**.09**	.07	.09	**.14**	.00	.06-.22	**.14**	.00
Context: Admin.	155	1	.08	--	**.17**	--	-.15-.47	-----	**.18**	--	.08	**.17**	--	-.15-.47	**.18**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	1,753	8	.04	.04	**.07**	.00	.03-.12	.07-.07	**.08**	.00	.07	**.12**	.00	.07-.16	**.12**	.00
Simple Moderator Analyses																
Complexity: High	1,206	5	.02	.03	**.04**	.00	-.01-.09	.04-.04	**.04**	.00	.04	**.07**	.00	.00-.13	**.07**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.08	--	**.19**	--	-.07-.43	-----	**.20**	--	.08	**.19**	--	-.07-.43	**.20**	--
Sample Type: Civilian	1,446	7	.03	.04	**.06**	.00	.01-.10	.06-.06	**.06**	.00	.06	**.09**	.00	.04-.14	**.10**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	1,149	2	.02	.04	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.05	**.08**	.00	-.04-.19	**.08**	.00
Clerical Job: No	1,753	8	.04	.04	**.08**	.00	.03-.12	.08-.08	**.08**	.00	.07	**.12**	.00	.07-.16	**.12**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,215	4	.02	.03	**.03**	.00	-.01-.08	.03-.03	**.04**	.00	.04	**.06**	.00	.00-.13	**.07**	.00
Context: Admin.	155	1	.08	--	**.17**	--	-.15-.47	-----	**.18**	--	.08	**.17**	--	-.15-.47	**.18**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																

All	1,065	2	-.03	.02	**-.04**	.00	-.10-.01	-.04--.04	**-.05**	.00	-.01	**-.02**	.00	-.12-.07	**-.02**	.00
Simple Moderator Analyses																
Complexity: High	1,065	2	-.03	.02	**-.04**	.00	-.10-.01	-.04--.04	**-.05**	.00	-.02	**-.03**	.00	-.12-.05	**-.03**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,065	2	-.03	.02	**-.04**	.00	-.10-.01	-.04--.04	**-.05**	.00	-.02	**-.03**	.00	-.11-.06	**-.03**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	994	1	-.03	--	**-.05**	--	-.15-.05	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Clerical Job: No	1,065	2	-.03	.02	**-.04**	.00	-.10-.01	-.04--.04	**-.05**	.00	-.01	**-.02**	.00	-.12-.07	**-.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,065	2	-.03	.02	**-.04**	.00	-.09-.01	-.04--.04	**-.04**	.00	-.02	**-.02**	.00	-.11-.06	**-.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	405	2	.17	.23	**.28**	.34	-.25-.73	-.16-.71	**.29**	.36	.17	**.28**	.34	-.25-.74	**.29**	.36
Simple Moderator Analyses																
Complexity: High	230	1	.03	--	**.04**	--	-.18-.27	-----	**.05**	--	.03	**.04**	--	-.18-.27	**.05**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	405	2	.17	.23	**.28**	.34	-.25-.73	-.16-.71	**.29**	.36	.17	**.28**	.34	-.25-.73	**.29**	.36
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	175	1	.35	--	**.54**	--	.35-.72	-----	**.56**	--	.35	**.54**	--	.33-.73	**.56**	--
Clerical Job: No	405	2	.17	.23	**.28**	.35	-.26-.74	-.16-.73	**.29**	.36	.17	**.29**	.35	-.25-.75	**.31**	.36
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	405	2	.17	.23	**.25**	.31	-.23-.70	-.15-.66	**.26**	.33	.17	**.25**	.31	-.23-.70	**.26**	.33
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	1,359	12	.12	.11	**.21**	.07	.10-.31	.12-.30	**.22**	.07	.12	**.21**	.07	.10-.31	**.22**	.07
Simple Moderator Analyses																

Complexity: High	179	3	.09	.01	**.16**	.00	.13-.19	.16-.16	**.17**	.00	.09	**.16**	.00	.13-.19	**.17**	.00
Complexity: Medium	1,063	8	.13	.13	**.22**	.12	.07-.36	.06-.38	**.23**	.13	.13	**.22**	.12	.07-.36	**.23**	.13
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.10	--	**.23**	--	-.19-.58	-----	**.25**	--	.10	**.23**	--	-.19-.58	**.25**	--
Sample Type: Civilian	1,242	11	.12	.11	**.21**	.09	.10-.32	.10-.32	**.22**	.09	.12	**.21**	.09	.09-.32	**.22**	.09
Age: Below 40	131	1	-.16	--	**-.31**	--	-.59-.01	-----	**-.33**	--	-.16	**-.31**	--	-.63-.07	**-.33**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	981	9	.11	.12	**.19**	.12	.05-.33	.03-.35	**.20**	.13	.10	**.18**	.13	.03-.33	**.19**	.13
Clerical Job: Yes	378	3	.16	.05	**.24**	.00	.15-.32	.24-.24	**.25**	.00	.16	**.24**	.00	.15-.32	**.25**	.00
Context: Research	1,359	12	.12	.11	**.19**	.05	.10-.29	.13-.26	**.20**	.06	.12	**.19**	.06	.09-.29	**.20**	.06
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	380	5	.04	.18	**.07**	.24	-.21-.35	-.23-.38	**.08**	.25	.04	**.07**	.24	-.21-.35	**.08**	.25
Simple Moderator Analyses																
Complexity: High	43	1	.07	--	**.12**	--	-.40-.61	-----	**.13**	--	.07	**.12**	--	-.40-.61	**.13**	--
Complexity: Medium	220	3	.00	.24	**.00**	.36	-.45-.46	-.46-.47	**.00**	.38	.00	**.00**	.36	-.45-.46	**.00**	.38
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.10	--	**.23**	--	-.19-.58	-----	**.25**	--	.10	**.23**	--	-.19-.58	**.25**	--
Sample Type: Civilian	263	4	.01	.21	**.02**	.28	-.32-.36	-.34-.39	**.02**	.30	.01	**.02**	.28	-.32-.36	**.02**	.30
Age: Below 40	131	1	-.16	--	**-.31**	--	-.59-.01	-----	**-.33**	--	-.16	**-.31**	--	-.63-.07	**-.33**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	380	5	.04	.18	**.08**	.24	-.21-.35	-.24-.39	**.08**	.26	.04	**.08**	.24	-.21-.35	**.08**	.26
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	380	5	.04	.18	**.07**	.22	-.19-.33	-.22-.36	**.07**	.23	.04	**.07**	.22	-.19-.33	**.07**	.23
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All OCB Measures																

All	1,214	3	.04	.06	**.07**	.05	-.05-.19	.00-.13	**.07**	.05	.07	**.13**	.00	-.03-.29	**.14**	.00
Simple Moderator Analyses																
Complexity: High	994	1	.02	--	**.03**	--	-.09-.15	-----	**.03**	--	.02	**.03**	--	-.17-.23	**.03**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,214	3	.04	.06	**.07**	.05	-.05-.19	.00-.13	**.07**	.05	.07	**.12**	.00	-.04-.28	**.13**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	1,149	2	.03	.04	**.05**	.02	-.06-.15	.03-.07	**.05**	.02	.06	**.11**	.00	-.05-.26	**.11**	.00
Clerical Job: No	1,214	3	.04	.06	**.07**	.05	-.06-.19	.00-.13	**.07**	.05	.07	**.14**	.00	-.03-.30	**.14**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,059	2	.03	.06	**.04**	.06	-.09-.18	-.04-.13	**.04**	.07	.05	**.09**	.09	-.15-.32	**.09**	.10
Context: Admin.	155	1	.11	--	**.24**	--	-.11-.54	-----	**.25**	--	.11	**.24**	--	-.11-.54	**.25**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	1,214	3	.04	.06	**.07**	.05	-.05-.19	.00-.13	**.07**	.05	.07	**.13**	.00	-.03-.29	**.14**	.00
Simple Moderator Analyses																
Complexity: High	994	1	.02	--	**.03**	--	-.09-.15	-----	**.03**	--	.02	**.03**	--	-.17-.23	**.03**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,214	3	.04	.06	**.07**	.05	-.05-.19	.00-.13	**.07**	.05	.07	**.12**	.00	-.04-.28	**.13**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	1,149	2	.03	.04	**.05**	.02	-.06-.15	.03-.07	**.05**	.02	.06	**.11**	.00	-.05-.26	**.11**	.00
Clerical Job: No	1,214	3	.04	.06	**.07**	.05	-.06-.19	.00-.13	**.07**	.05	.07	**.14**	.00	-.03-.30	**.14**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,059	2	.03	.06	**.04**	.06	-.09-.18	-.04-.13	**.04**	.07	.05	**.09**	.09	-.15-.32	**.09**	.10
Context: Admin.	155	1	.11	--	**.24**	--	-.11-.54	-----	**.25**	--	.11	**.24**	--	-.11-.54	**.25**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	1,149	2	.04	.04	**.07**	.00	-.02-.17	.07-.07	**.08**	.00	.06	**.11**	.00	-.02-.24	**.12**	.00
Simple Moderator Analyses																
Complexity: High	994	1	.03	--	**.06**	--	-.06-.17	-----	**.06**	--	.03	**.06**	--	-.14-.25	**.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,149	2	.04	.04	**.07**	.00	-.02-.17	.07-.07	**.08**	.00	.06	**.11**	.00	-.03-.23	**.11**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	1,149	2	.04	.04	**.07**	.00	-.02-.16	.07-.07	**.07**	.00	.07	**.12**	.00	-.01-.25	**.12**	.00
Clerical Job: No	1,149	2	.04	.04	**.08**	.00	-.02-.17	.08-.08	**.08**	.00	.06	**.12**	.00	-.02-.25	**.12**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	994	1	.03	--	**.05**	--	-.05-.15	-----	**.05**	--	.03	**.05**	--	-.16-.26	**.05**	--
Context: Admin.	155	1	.11	--	**.24**	--	-.11-.54	-----	**.25**	--	.11	**.24**	--	-.11-.54	**.25**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	994	1	-.03	--	**-.05**	--	-.17-.06	-----	**-.06**	--	-.03	**-.05**	--	-.29-.18	**-.06**	--
Simple Moderator Analyses																
Complexity: High	994	1	-.03	--	**-.06**	--	-.17-.06	-----	**-.06**	--	-.03	**-.06**	--	-.25-.14	**-.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	994	1	-.03	--	**-.05**	--	-.17-.06	-----	**-.06**	--	-.03	**-.05**	--	-.27-.16	**-.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	994	1	-.03	--	**-.05**	--	-.16-.06	-----	**-.05**	--	-.03	**-.05**	--	-.32-.22	**-.05**	--
Clerical Job: No	994	1	-.03	--	**-.06**	--	-.17-.06	-----	**-.06**	--	-.03	**-.06**	--	-.30-.19	**-.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	994	1	-.03	--	**-.05**	--	-.15-.05	-----	**-.05**	--	-.03	**-.05**	--	-.26-.16	**-.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	3,291	4	-.02	.04	**-.03**	.02	-.09-.03	-.05-.00	**-.03**	.02	-.01	**-.02**	.00	-.08-.04	**-.02**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	-.02	.04	**-.03**	.02	-.09-.04	-.05-.00	**-.03**	.02	-.01	**-.02**	.00	-.08-.04	**-.02**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,291	4	-.02	.04	**-.03**	.02	-.09-.03	-.05-.00	**-.03**	.02	-.01	**-.02**	.00	-.08-.04	**-.02**	.00

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.04	--	**-.06**	--	-.19-.08	-----	**-.06**	--	-.04	**-.06**	--	-.31-.20	**-.06**	--
Clerical Job: No	3,291	4	-.02	.04	**-.03**	.02	-.09-.04	-.05-.00	**-.03**	.02	-.01	**-.02**	.00	-.08-.04	**-.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,291	4	-.02	.04	**-.02**	.02	-.08-.03	-.05-.00	**-.03**	.02	-.01	**-.02**	.00	-.07-.04	**-.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	3,291	4	-.02	.03	**-.04**	.00	-.09-.02	-.04--.04	**-.04**	.00	-.02	**-.03**	.00	-.08-.02	**-.03**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	-.02	.03	**-.04**	.00	-.10-.02	-.04--.04	**-.04**	.00	-.02	**-.03**	.00	-.09-.02	**-.03**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,291	4	-.02	.03	**-.04**	.00	-.09-.02	-.04--.04	**-.04**	.00	-.02	**-.03**	.00	-.08-.02	**-.03**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.04	--	**-.06**	--	-.19-.07	-----	**-.06**	--	-.04	**-.06**	--	-.31-.20	**-.06**	--
Clerical Job: No	3,291	4	-.02	.03	**-.04**	.00	-.09-.02	-.04--.04	**-.04**	.00	-.02	**-.03**	.00	-.09-.02	**-.03**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,291	4	-.02	.03	**-.04**	.00	-.08-.01	-.04--.04	**-.04**	.00	-.02	**-.03**	.00	-.08-.02	**-.03**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	3,291	4	-.01	.02	**-.02**	.00	-.06-.02	-.02--.02	**-.02**	.00	-.01	**-.01**	.00	-.05-.03	**-.01**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	-.01	.02	**-.02**	.00	-.06-.02	-.02--.02	**-.02**	.00	-.01	**-.01**	.00	-.06-.03	**-.01**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,291	4	-.01	.02	**-.02**	.00	-.06-.02	-.02--.02	**-.02**	.00	-.01	**-.01**	.00	-.05-.03	**-.01**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.03	--	**-.04**	--	-.17-.09	-----	**-.04**	--	-.03	**-.04**	--	-.29-.21	**-.04**	--
Clerical Job: No	3,291	4	-.01	.02	**-.02**	.00	-.06-.02	-.02--.02	**-.02**	.00	-.01	**-.01**	.00	-.06-.03	**-.01**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	3,291	4	-.01	.02	**-.02**	.00	-.06-.02	-.02--.02	**-.02**	.00	-.01	**-.01**	.00	-.05-.02	**-.01**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	3,291	4	-.04	.04	**-.07**	.00	-.12--.01	-.07--.07	**-.07**	.00	-.03	**-.06**	.00	-.11-.00	**-.06**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	-.04	.04	**-.07**	.00	-.13--.01	-.07--.07	**-.07**	.00	-.03	**-.06**	.00	-.12-.00	**-.06**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,291	4	-.04	.04	**-.07**	.00	-.12--.01	-.07--.07	**-.07**	.00	-.03	**-.06**	.00	-.11-.00	**-.06**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.05	--	**-.08**	--	-.21-.05	-----	**-.08**	--	-.05	**-.08**	--	-.33-.17	**-.08**	--
Clerical Job: No	3,291	4	-.04	.04	**-.07**	.00	-.13--.01	-.07--.07	**-.07**	.00	-.03	**-.06**	.00	-.12-.00	**-.06**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,291	4	-.04	.04	**-.06**	.00	-.11--.01	-.06--.06	**-.06**	.00	-.03	**-.05**	.00	-.10-.00	**-.05**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	3,291	4	-.01	.04	**-.01**	.04	-.08-.05	-.06-.03	**-.02**	.04	.00	**.00**	.00	-.07-.06	**-.01**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	-.01	.04	**-.02**	.04	-.09-.05	-.06-.03	**-.02**	.04	.00	**.00**	.00	-.08-.07	**-.01**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,291	4	-.01	.04	**-.01**	.04	-.08-.05	-.06-.03	**-.02**	.04	.00	**.00**	.00	-.07-.06	**-.01**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.03	--	**-.05**	--	-.18-.08	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Clerical Job: No	3,291	4	-.01	.04	**-.02**	.04	-.08-.05	-.06-.03	**-.02**	.04	.00	**.00**	.00	-.07-.06	**-.01**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,291	4	-.01	.04	**-.01**	.03	-.08-.05	-.06-.03	**-.01**	.03	.00	**.00**	.00	-.07-.06	**.00**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	2,725	3	-.02	.05	**-.04**	.06	-.13-.06	-.11-.04	**-.04**	.06	-.01	**-.02**	.00	-.11-.07	**-.02**	.00

Simple Moderator Analyses																
Complexity: High	2,725	3	-.02	.05	**-.04**	.06	-.13-.06	-.11-.04	**-.04**	.06	-.01	**-.02**	.00	-.12-.07	**-.02**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	2,725	3	-.02	.05	**-.04**	.06	-.13-.06	-.11-.04	**-.04**	.06	-.01	**-.02**	.00	-.11-.07	**-.02**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	2,725	3	-.02	.05	**-.04**	.06	-.13-.06	-.11-.04	**-.04**	.06	-.01	**-.02**	.00	-.11-.07	**-.02**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	2,725	3	-.02	.05	**-.03**	.05	-.12-.05	-.10-.03	**-.04**	.05	-.01	**-.02**	.00	-.10-.07	**-.02**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	2,725	3	.10	.05	**.16**	.00	.07-.25	.16-.16	**.17**	.00	.11	**.18**	.00	.10-.27	**.19**	.00
Simple Moderator Analyses																
Complexity: High	2,725	3	.10	.05	**.17**	.00	.07-.26	.17-.17	**.17**	.00	.11	**.19**	.00	.10-.27	**.20**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	2,725	3	.10	.05	**.16**	.00	.07-.25	.16-.16	**.17**	.00	.11	**.18**	.00	.10-.27	**.19**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	2,725	3	.10	.05	**.16**	.00	.07-.25	.16-.16	**.17**	.00	.11	**.19**	.00	.10-.27	**.19**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	2,725	3	.10	.05	**.15**	.00	.06-.23	.15-.15	**.15**	.00	.11	**.17**	.00	.09-.24	**.17**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	2,725	3	.04	.03	**.07**	.00	.02-.12	.07-.07	**.07**	.00	.04	**.07**	.00	.02-.12	**.08**	.00
Simple Moderator Analyses																
Complexity: High	2,725	3	.04	.03	**.07**	.00	.02-.12	.07-.07	**.07**	.00	.04	**.08**	.00	.02-.13	**.08**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,725	3	.04	.03	**.07**	.00	.02-.12	.07-.07	**.07**	.00	.04	**.07**	.00	.02-.12	**.08**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,725	3	.04	.03	**.07**	.00	.02-.12	.07-.07	**.07**	.00	.04	**.07**	.00	.02-.13	**.08**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,725	3	.04	.03	**.06**	.00	.01-.11	.06-.06	**.06**	.00	.04	**.07**	.00	.02-.11	**.07**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	3,291	4	-.01	.04	**-.02**	.03	-.08-.05	-.05-.02	**-.02**	.03	.00	**-.01**	.00	-.07-.06	**-.01**	.00
Simple Moderator Analyses																
Complexity: High	3,291	4	-.01	.04	**-.02**	.03	-.08-.05	-.05-.02	**-.02**	.03	.00	**-.01**	.00	-.07-.06	**-.01**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,291	4	-.01	.04	**-.02**	.03	-.08-.05	-.05-.02	**-.02**	.03	.00	**-.01**	.00	-.07-.06	**-.01**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	-.03	--	**-.05**	--	-.18-.08	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Clerical Job: No	3,291	4	-.01	.04	**-.02**	.03	-.08-.05	-.05-.02	**-.02**	.03	.00	**-.01**	.00	-.07-.06	**-.01**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,291	4	-.01	.04	**-.02**	.02	-.07-.04	-.05-.02	**-.02**	.02	.00	**-.01**	.00	-.06-.05	**-.01**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	2,725	3	-.14	.05	**-.23**	.00	-.32--.14	-.23--.23	**-.24**	.00	-.13	**-.21**	.00	-.31--.12	**-.22**	.00
Simple Moderator Analyses																
Complexity: High	2,725	3	-.14	.05	**-.24**	.00	-.33--.14	-.24--.24	**-.25**	.00	-.13	**-.22**	.00	-.32--.12	**-.23**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,725	3	-.14	.05	**-.23**	.00	-.32--.14	-.23--.23	**-.24**	.00	-.13	**-.21**	.00	-.31--.12	**-.22**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,725	3	-.14	.05	**-.23**	.00	-.32--.14	-.23--.23	**-.24**	.00	-.13	**-.22**	.00	-.31--.12	**-.23**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,725	3	-.14	.05	**-.21**	.00	-.29--.12	-.21--.21	**-.22**	.00	-.13	**-.20**	.00	-.28--.11	**-.21**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	2,725	3	-.02	.04	**-.03**	.04	-.11-.05	-.08-.02	**-.03**	.04	-.01	**-.02**	.00	-.10-.07	**-.02**	.00
Simple Moderator Analyses																
Complexity: High	2,725	3	-.02	.04	**-.03**	.04	-.11-.05	-.08-.03	**-.03**	.04	-.01	**-.02**	.00	-.10-.07	**-.02**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,725	3	-.02	.04	**-.03**	.04	-.11-.05	-.08-.02	**-.03**	.04	-.01	**-.02**	.00	-.10-.07	**-.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,725	3	-.02	.04	**-.03**	.04	-.11-.05	-.08-.03	**-.03**	.04	-.01	**-.02**	.00	-.10-.07	**-.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,725	3	-.02	.04	**-.03**	.04	-.10-.05	-.07-.02	**-.03**	.04	-.01	**-.02**	.00	-.09-.06	**-.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A16

Predictive Validity for Gf and Performance Outcomes

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	186	3	.08	.08	**.10**	.00	-.01-.21	.10-.10	**.10**	.00	.08	**.10**	.00	-.01-.21	**.10**	.00
Simple Moderator Analyses																
Complexity: High	67	1	.04	--	**.06**	--	-.25-.36	-----	**.06**	--	.04	**.06**	--	-.25-.36	**.06**	--
Complexity: Medium	119	2	.10	.10	**.13**	.00	-.05-.30	.13-.13	**.13**	.00	.10	**.13**	.00	-.05-.30	**.13**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	186	3	.08	.08	**.10**	.00	-.01-.21	.10-.10	**.10**	.00	.08	**.10**	.00	-.01-.21	**.10**	.00
Age: Below 40	100	1	.13	--	**.19**	--	-.09-.45	-----	**.20**	--	.13	**.19**	--	-.09-.45	**.20**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	186	3	.08	.08	**.10**	.00	-.01-.21	.10-.10	**.11**	.00	.08	**.10**	.00	-.01-.21	**.11**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	186	3	.08	.08	**.12**	.00	-.01-.26	.12-.12	**.13**	.00	.08	**.12**	.00	-.01-.26	**.13**	.00
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures																
All	119	2	.10	.10	**.13**	.00	-.05-.29	.13-.13	**.13**	.00	.10	**.13**	.00	-.05-.29	**.13**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	119	2	.10	.10	**.13**	.00	-.05-.30	.13-.13	**.13**	.00	.10	**.13**	.00	-.05-.30	**.13**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	119	2	.10	.10	**.13**	.00	-.05-.29	.13-.13	**.13**	.00	.10	**.13**	.00	-.05-.29	**.13**	.00
Age: Below 40	100	1	.13	--	**.19**	--	-.09-.45	-----	**.20**	--	.13	**.19**	--	-.09-.45	**.20**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	119	2	.10	.10	**.13**	.00	-.05-.30	.13-.13	**.14**	.00	.10	**.13**	.00	-.05-.30	**.14**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	119	2	.10	.10	**.16**	.00	-.06-.36	.16-.16	**.16**	.00	.10	**.16**	.00	-.06-.36	**.16**	.00
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	19	1	-.06	--	**-.08**	--	-.61-.49	-----	**-.08**	--	-.06	**-.08**	--	-.61-.49	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	19	1	-.06	--	**-.08**	--	-.62-.49	-----	**-.08**	--	-.06	**-.08**	--	-.62-.49	**-.08**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	19	1	-.06	--	**-.08**	--	-.61-.49	-----	**-.08**	--	-.06	**-.08**	--	-.61-.49	**-.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	19	1	-.06	--	**-.08**	--	-.62-.50	-----	**-.08**	--	-.06	**-.08**	--	-.62-.50	**-.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	19	1	-.06	--	**-.09**	--	-.70-.57	-----	**-.10**	--	-.06	**-.09**	--	-.70-.57	**-.10**	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	100	1	.13	--	**.16**	--	-.07-.39	-----	**.17**	--	.13	**.16**	--	-.07-.39	**.17**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	100	1	.13	--	**.17**	--	-.08-.40	-----	**.17**	--	.13	**.17**	--	-.08-.40	**.17**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	100	1	.13	--	**.16**	--	-.07-.39	-----	**.17**	--	.13	**.16**	--	-.07-.39	**.17**	--
Age: Below 40	100	1	.13	--	**.19**	--	-.09-.45	-----	**.20**	--	.13	**.19**	--	-.09-.45	**.20**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	100	1	.13	--	**.17**	--	-.08-.40	-----	**.18**	--	.13	**.17**	--	-.08-.40	**.18**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	100	1	.13	--	**.20**	--	-.09-.47	-----	**.21**	--	.13	**.20**	--	-.09-.47	**.21**	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	25	1	.05	--	**.06**	--	-.43-.53	-----	**.06**	--	.05	**.06**	--	-.43-.53	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	25	1	.05	--	**.06**	--	-.43-.53	-----	**.06**	--	.05	**.06**	--	-.43-.53	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	25	1	.05	--	**.06**	--	-.44-.54	-----	**.06**	--	.05	**.06**	--	-.44-.54	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	25	1	.05	--	**.07**	--	-.51-.62	-----	**.07**	--	.05	**.07**	--	-.51-.62	**.07**	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures																
All	67	1	.04	--	**.05**	--	-.24-.35	-----	**.06**	--	.04	**.05**	--	-.24-.35	**.06**	--
Simple Moderator Analyses																
Complexity: High	67	1	.04	--	**.06**	--	-.25-.36	-----	**.06**	--	.04	**.06**	--	-.25-.36	**.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	67	1	.04	--	**.05**	--	-.24-.35	-----	**.06**	--	.04	**.05**	--	-.24-.35	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.04	--	**.06**	--	-.25-.35	-----	**.06**	--	.04	**.06**	--	-.25-.35	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.04	--	**.07**	--	-.30-.42	-----	**.07**	--	.04	**.07**	--	-.30-.42	**.07**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	67	1	.04	--	**.05**	--	-.24-.35	-----	**.06**	--	.04	**.05**	--	-.24-.35	**.06**	--
Simple Moderator Analyses																
Complexity: High	67	1	.04	--	**.06**	--	-.25-.36	-----	**.06**	--	.04	**.06**	--	-.25-.36	**.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.04	--	**.05**	--	-.24-.35	-----	**.06**	--	.04	**.05**	--	-.24-.35	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.04	--	**.06**	--	-.25-.35	-----	**.06**	--	.04	**.06**	--	-.25-.35	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.04	--	**.07**	--	-.30-.42	-----	**.07**	--	.04	**.07**	--	-.30-.42	**.07**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	67	1	.06	--	**.07**	--	-.23-.36	-----	**.07**	--	.06	**.07**	--	-.23-.36	**.07**	--
Simple Moderator Analyses																
Complexity: High	67	1	.06	--	**.07**	--	-.23-.37	-----	**.08**	--	.06	**.07**	--	-.23-.37	**.08**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.06	--	**.07**	--	-.23-.36	-----	**.07**	--	.06	**.07**	--	-.23-.36	**.07**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.06	--	**.07**	--	-.23-.37	-----	**.08**	--	.06	**.07**	--	-.23-.37	**.08**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.06	--	**.09**	--	-.28-.43	-----	**.09**	--	.06	**.09**	--	-.28-.43	**.09**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	67	1	-.04	--	**-.05**	--	-.34-.25	-----	**-.05**	--	-.04	**-.05**	--	-.34-.25	**-.05**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.04	--	**-.05**	--	-.35-.26	-----	**-.05**	--	-.04	**-.05**	--	-.35-.26	**-.05**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.04	--	**-.05**	--	-.34-.25	-----	**-.05**	--	-.04	**-.05**	--	-.34-.25	**-.05**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.04	--	**-.05**	--	-.35-.26	-----	**-.05**	--	-.04	**-.05**	--	-.35-.26	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	-.04	--	**-.06**	--	-.41-.31	-----	**-.06**	--	-.04	**-.06**	--	-.41-.31	**-.06**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	67	1	.11	--	**.14**	--	-.16-.42	-----	**.14**	--	.11	**.14**	--	-.16-.42	**.14**	--
Simple Moderator Analyses																
Complexity: High	67	1	.11	--	**.14**	--	-.16-.43	-----	**.15**	--	.11	**.14**	--	-.16-.43	**.15**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.11	--	**.14**	--	-.16-.42	-----	**.14**	--	.11	**.14**	--	-.16-.42	**.14**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.11	--	**.14**	--	-.16-.43	-----	**.15**	--	.11	**.14**	--	-.16-.43	**.15**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.11	--	**.17**	--	-.20-.50	-----	**.18**	--	.11	**.17**	--	-.20-.50	**.18**	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																

																	698
All	170	3	.14	.16	**.23**	.13	-.07-.52	.06-.40	**.24**	.14		.14	**.23**	.13	-.07-.52	**.24**	.14
Simple Moderator Analyses																	
Complexity: High	67	1	.12	--	**.22**	--	-.20-.59	-----	**.23**	--		.12	**.22**	--	-.20-.59	**.23**	--
Complexity: Medium	103	2	.15	.24	**.25**	.30	-.30-.74	-.14-.64	**.27**	.32		.15	**.25**	.30	-.30-.74	**.27**	.32
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	170	3	.14	.16	**.23**	.13	-.07-.52	.06-.40	**.24**	.14		.14	**.23**	.13	-.07-.52	**.24**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	170	3	.14	.16	**.24**	.14	-.07-.53	.06-.41	**.25**	.14		.14	**.24**	.14	-.07-.53	**.25**	.14
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	103	2	.15	.24	**.23**	.28	-.28-.70	-.13-.59	**.24**	.30		.15	**.23**	.28	-.28-.70	**.24**	.30
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																	
All	103	2	.15	.24	**.25**	.31	-.30-.73	-.14-.64	**.26**	.32		.15	**.25**	.31	-.30-.73	**.26**	.32
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	103	2	.15	.24	**.25**	.30	-.30-.74	-.14-.64	**.27**	.32		.15	**.25**	.30	-.30-.74	**.27**	.32
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	103	2	.15	.24	**.25**	.31	-.30-.73	-.14-.64	**.26**	.32		.15	**.25**	.31	-.30-.73	**.26**	.32
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	103	2	.15	.24	**.26**	.31	-.31-.74	-.14-.66	**.27**	.33		.15	**.26**	.31	-.31-.74	**.27**	.33
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	103	2	.15	.24	**.23**	.28	-.28-.70	-.13-.59	**.24**	.30		.15	**.23**	.28	-.28-.70	**.24**	.30
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																	
All	103	2	.15	.24	**.25**	.31	-.30-.73	-.14-.64	**.26**	.32		.15	**.25**	.31	-.30-.73	**.26**	.32
Simple Moderator Analyses																	

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	103	2	.15	.24	**.25**	.30	-.30-.74	-.14-.64	**.27**	.32	.15	**.25**	.30	-.30-.74	**.27**	.32
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	103	2	.15	.24	**.25**	.31	-.30-.73	-.14-.64	**.26**	.32	.15	**.25**	.31	-.30-.73	**.26**	.32
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	103	2	.15	.24	**.26**	.31	-.31-.74	-.14-.66	**.27**	.33	.15	**.26**	.31	-.31-.74	**.27**	.33
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	103	2	.15	.24	**.23**	.28	-.28-.70	-.13-.59	**.24**	.30	.15	**.23**	.28	-.28-.70	**.24**	.30
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	67	1	.12	--	**.21**	--	-.19-.58	-----	**.22**	--	.12	**.21**	--	-.19-.58	**.22**	--
Simple Moderator Analyses																
Complexity: High	67	1	.12	--	**.22**	--	-.20-.59	-----	**.23**	--	.12	**.22**	--	-.20-.59	**.23**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.12	--	**.21**	--	-.19-.58	-----	**.22**	--	.12	**.21**	--	-.19-.58	**.22**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.12	--	**.21**	--	-.20-.58	-----	**.22**	--	.12	**.21**	--	-.20-.58	**.22**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	67	1	.12	--	**.21**	--	-.19-.58	-----	**.22**	--	.12	**.21**	--	-.19-.58	**.22**	--
Simple Moderator Analyses																
Complexity: High	67	1	.12	--	**.22**	--	-.20-.59	-----	**.23**	--	.12	**.22**	--	-.20-.59	**.23**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.12	--	**.21**	--	-.19-.58	-----	**.22**	--	.12	**.21**	--	-.19-.58	**.22**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.12	--	**.21**	--	-.20-.58	-----	**.22**	--	.12	**.21**	--	-.20-.58	**.22**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	566	1	.02	--	**.03**	--	-.10-.17	-----	**.04**	--	.02	**.03**	--	-.19-.25	**.04**	--
Simple Moderator Analyses																
Complexity: High	566	1	.02	--	**.03**	--	-.11-.18	-----	**.04**	--	.02	**.03**	--	-.15-.22	**.04**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	.02	--	**.03**	--	-.10-.17	-----	**.04**	--	.02	**.03**	--	-.17-.23	**.04**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.02	--	**.03**	--	-.10-.16	-----	**.03**	--	.02	**.03**	--	-.22-.28	**.03**	--
Clerical Job: No	566	1	.02	--	**.03**	--	-.11-.18	-----	**.04**	--	.02	**.03**	--	-.20-.26	**.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	.02	--	**.03**	--	-.10-.16	-----	**.03**	--	.02	**.03**	--	-.16-.22	**.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	566	1	.02	--	**.03**	--	-.10-.17	-----	**.04**	--	.02	**.03**	--	-.19-.25	**.04**	--
Simple Moderator Analyses																
Complexity: High	566	1	.02	--	**.03**	--	-.11-.18	-----	**.04**	--	.02	**.03**	--	-.15-.22	**.04**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	.02	--	**.03**	--	-.10-.17	-----	**.04**	--	.02	**.03**	--	-.17-.23	**.04**	--

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.02	--	**.03**	--	-.10-.16	-----	**.03**	--	.02	**.03**	--	-.22-.28	**.03**	--
Clerical Job: No	566	1	.02	--	**.03**	--	-.11-.18	-----	**.04**	--	.02	**.03**	--	-.20-.26	**.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	.02	--	**.03**	--	-.10-.16	-----	**.03**	--	.02	**.03**	--	-.16-.22	**.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	566	1	.02	--	**.03**	--	-.10-.17	-----	**.04**	--	.02	**.03**	--	-.19-.25	**.04**	--
Simple Moderator Analyses																
Complexity: High	566	1	.02	--	**.03**	--	-.11-.18	-----	**.04**	--	.02	**.03**	--	-.15-.22	**.04**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	566	1	.02	--	**.03**	--	-.10-.17	-----	**.04**	--	.02	**.03**	--	-.17-.23	**.04**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	566	1	.02	--	**.03**	--	-.10-.16	-----	**.03**	--	.02	**.03**	--	-.22-.28	**.03**	--
Clerical Job: No	566	1	.02	--	**.03**	--	-.11-.18	-----	**.04**	--	.02	**.03**	--	-.20-.26	**.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	566	1	.02	--	**.03**	--	-.10-.16	-----	**.03**	--	.02	**.03**	--	-.16-.22	**.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	99	1	.29	--	**.43**	--	.17-.67	-----	**.46**	--	.29	**.43**	--	.17-.67	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	99	1	.29	--	**.39**	--	.15-.62	-----	**.41**	--	.29	**.39**	--	.15-.62	**.41**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	99	1	.29	--	**.43**	--	.17-.67	-----	**.46**	--	.29	**.43**	--	.17-.67	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	99	1	.29	--	**.39**	--	.15-.62	-----	**.41**	--	.29	**.39**	--	.15-.62	**.41**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	99	1	.29	--	**.43**	--	.17-.66	-----	**.45**	--	.29	**.43**	--	.17-.66	**.45**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	99	1	.29	--	**.43**	--	.17-.67	-----	**.46**	--	.29	**.43**	--	.17-.67	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	703
Context: Research	99	1	.29	--	**.39**	--	.15-.62	-----	**.41**	--		.29	**.39**	--	.15-.62	**.41**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--

Table A17

Predictive Validity for Gf and Accidents

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	3,621	3	-.03	.04	**-.05**	.04	-.12-.02	-.10-.00	**-.05**	.04	-.08	**-.14**	.00	-.27-.01	**-.14**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.15**	.00	-.24--.07	**-.16**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.16-.09	**-.04**	--
Sample Type: Civilian	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.16**	.00	-.24--.07	**-.16**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,621	3	-.03	.04	**-.05**	.04	-.12-.02	-.10-.00	**-.05**	.04	-.08	**-.14**	.00	-.27-.00	**-.14**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	3,621	3	-.03	.04	**-.05**	.04	-.12-.02	-.10-.00	**-.05**	.04	-.06	**-.11**	.03	-.25-.03	**-.12**	.03
Objective--Accidents---Culpable																
All	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.26-.19	**-.04**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.16-.09	**-.04**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.26-.19	**-.04**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.21-.14	**-.04**	--
Objective--Accidents---Culpable----Frequency																
All	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.26-.19	**-.04**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.16-.09	**-.04**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.26-.19	**-.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,348	1	-.02	--	**-.03**	--	-.09-.02	-----	**-.04**	--	-.02	**-.03**	--	-.21-.14	**-.04**	--
Objective--Accidents---Undifferentiated																
All	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.16**	.00	-.24--.07	**-.16**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.15**	.00	-.24--.07	**-.16**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.16**	.00	-.24--.07	**-.16**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.17**	.00	-.13	**-.16**	.00	-.24--.07	**-.17**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	273	2	-.13	.05	**-.19**	.00	-.29--.09	-.19--.19	**-.20**	.00	-.13	**-.19**	.00	-.29--.09	**-.20**	.00
Objective--Accidents---Undifferentiated----Frequency																

All	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.16**	.00	-.24--.07	**-.16**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.15**	.00	-.24--.07	**-.16**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.16**	.00	-.13	**-.16**	.00	-.24--.07	**-.16**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	273	2	-.13	.05	**-.16**	.00	-.24--.07	-.16--.16	**-.17**	.00	-.13	**-.16**	.00	-.24--.07	**-.17**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	273	2	-.13	.05	**-.19**	.00	-.29--.09	-.19--.19	**-.20**	.00	-.13	**-.19**	.00	-.29--.09	**-.20**	.00
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A18

Predictive Validity of Gf and Potential

Criterion	*N*	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	1,147	16	.21	.12	**.35**	.00	.26-.44	.35-.35	**.37**	.00	.21	**.35**	.00	.26-.44	**.37**	.00
Simple Moderator Analyses																
Complexity: High	249	4	.25	.10	**.42**	.00	.26-.56	.42-.42	**.44**	.00	.25	**.42**	.00	.26-.56	**.44**	.00
Complexity: Medium	379	5	.16	.17	**.26**	.17	.02-.49	.05-.48	**.28**	.17	.16	**.26**	.17	.02-.49	**.28**	.17
Complexity: Low	38	1	.41	--	**.63**	--	.22-.95	-----	**.66**	--	.41	**.63**	--	.22-.95	**.66**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,147	16	.21	.12	**.35**	.00	.26-.44	.35-.35	**.37**	.00	.21	**.35**	.00	.26-.44	**.37**	.00
Age: Below 40	190	2	.11	.10	**.21**	.00	-.06-.46	.21-.21	**.22**	.00	.12	**.23**	.00	-.05-.48	**.24**	.00
Age: 40 and above	87	3	.41	.14	**.62**	.00	.39-.82	.62-.62	**.65**	.00	.41	**.62**	.00	.39-.82	**.65**	.00
Clerical Job: No	1,147	16	.21	.12	**.36**	.00	.27-.45	.36-.36	**.38**	.00	.21	**.36**	.00	.27-.45	**.38**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	655	7	.17	.12	**.25**	.03	.12-.38	.21-.29	**.27**	.03	.17	**.25**	.03	.12-.38	**.27**	.03
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	521	7	.20	.12	**.33**	.00	.18-.47	.33-.33	**.34**	.00	.20	**.33**	.00	.18-.47	**.34**	.00
Simple Moderator Analyses																
Complexity: High	141	2	.30	.10	**.50**	.00	.27-.70	.50-.50	**.52**	.00	.30	**.50**	.00	.27-.70	**.52**	.00
Complexity: Medium	161	1	.10	--	**.17**	--	-.09-.42	-----	**.18**	--	.10	**.17**	--	-.09-.42	**.18**	--
Complexity: Low	38	1	.41	--	**.63**	--	.22-.95	-----	**.66**	--	.41	**.63**	--	.22-.95	**.66**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	521	7	.20	.12	**.33**	.00	.18-.47	.33-.33	**.34**	.00	.20	**.33**	.00	.18-.47	**.34**	.00
Age: Below 40	59	1	.21	--	**.40**	--	-.07-.76	-----	**.43**	--	.21	**.40**	--	-.07-.76	**.43**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	521	7	.20	.12	**.33**	.00	.19-.47	.33-.33	**.35**	.00	.20	**.33**	.00	.19-.47	**.35**	.00

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	387	4	.17	.12	**.26**	.06	.08-.44	.18-.34	**.27**	.07	.17	**.26**	.06	.08-.44	**.27**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	87	3	.41	.14	**.63**	.00	.41-.83	.63-.63	**.67**	.00	.41	**.63**	.00	.41-.83	**.67**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	87	3	.41	.14	**.64**	.00	.41-.83	.64-.64	**.67**	.00	.41	**.64**	.00	.41-.83	**.67**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	87	3	.41	.14	**.63**	.00	.41-.83	.63-.63	**.67**	.00	.41	**.63**	.00	.41-.83	**.67**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	87	3	.41	.14	**.62**	.00	.39-.82	.62-.62	**.65**	.00	.41	**.62**	.00	.39-.82	**.65**	.00
Clerical Job: No	87	3	.41	.14	**.64**	.00	.41-.84	.64-.64	**.67**	.00	.41	**.64**	.00	.41-.84	**.67**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	539	6	.20	.10	**.33**	.00	.20-.45	.33-.33	**.34**	.00	.20	**.33**	.00	.20-.45	**.34**	.00
Simple Moderator Analyses																
Complexity: High	108	2	.18	.06	**.32**	.00	.17-.45	.32-.32	**.33**	.00	.18	**.32**	.00	.17-.45	**.33**	.00
Complexity: Medium	131	1	.06	--	**.10**	--	-.19-.39	-----	**.11**	--	.06	**.10**	--	-.19-.39	**.11**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	539	6	.20	.10	**.33**	.00	.20-.45	.33-.33	**.34**	.00	.20	**.33**	.00	.20-.45	**.34**	.00
Age: Below 40	131	1	.06	--	**.12**	--	-.22-.44	-----	**.13**	--	.06	**.12**	--	-.27-.48	**.13**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	539	6	.20	.10	**.34**	.00	.21-.46	.34-.34	**.35**	.00	.20	**.34**	.00	.21-.46	**.35**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	268	3	.16	.14	**.24**	.11	.00-.48	.10-.39	**.26**	.12	.16	**.24**	.11	.00-.48	**.26**	.12
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A19

Predictive Validity of Gf and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Absences																
All	306	3	.09	.06	**.11**	.00	.03-.19	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.19	**.12**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	273	2	.09	.07	**.11**	.00	-.01-.23	.11-.11	**.12**	.00	.09	**.11**	.00	-.01-.23	**.12**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	306	3	.09	.06	**.11**	.00	.03-.19	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.19	**.12**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	306	3	.09	.06	**.11**	.00	.03-.20	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.20	**.12**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	306	3	.09	.06	**.14**	.00	.03-.24	.14-.14	**.14**	.00	.09	**.14**	.00	.03-.24	**.14**	.00
Objective--Excused Absences																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Undifferentiated Absences																
All	306	3	.09	.06	**.11**	.00	.03-.19	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.19	**.12**	.00

Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	273	2	.09	.07	**.11**	.00	-.01-.23	.11-.11	**.12**	.00	.09	**.11**	.00	-.01-.23	**.12**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	306	3	.09	.06	**.11**	.00	.03-.19	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.19	**.12**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	306	3	.09	.06	**.11**	.00	.03-.20	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.20	**.12**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	306	3	.09	.06	**.14**	.00	.03-.24	.14-.14	**.14**	.00	.09	**.14**	.00	.03-.24	**.14**	.00
Objective--Undifferentiated Absences---Number of Absences																
All	306	3	.09	.06	**.11**	.00	.03-.19	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.19	**.12**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	273	2	.09	.07	**.11**	.00	-.01-.23	.11-.11	**.12**	.00	.09	**.11**	.00	-.01-.23	**.12**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	306	3	.09	.06	**.11**	.00	.03-.19	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.19	**.12**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	306	3	.09	.06	**.11**	.00	.03-.20	.11-.11	**.12**	.00	.09	**.11**	.00	.03-.20	**.12**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	306	3	.09	.06	**.14**	.00	.03-.24	.14-.14	**.14**	.00	.09	**.14**	.00	.03-.24	**.14**	.00
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Absences																
All	65	1	-.10	--	**-.16**	--	-.54-.25	-----	**-.17**	--	-.10	**-.16**	--	-.54-.25	**-.17**	--
Simple Moderator Analyses																
Complexity: High	65	1	-.10	--	**-.17**	--	-.56-.26	-----	**-.17**	--	-.10	**-.17**	--	-.56-.26	**-.17**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	-.10	--	**-.16**	--	-.54-.25	-----	**-.17**	--	-.10	**-.16**	--	-.54-.25	**-.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	-.10	--	**-.16**	--	-.55-.25	-----	**-.17**	--	-.10	**-.16**	--	-.55-.25	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	-.10	--	**-.15**	--	-.51-.23	-----	**-.15**	--	-.10	**-.15**	--	-.51-.23	**-.15**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	65	1	-.10	--	**-.16**	--	-.54-.25	-----	**-.17**	--	-.10	**-.16**	--	-.54-.25	**-.17**	--
Simple Moderator Analyses																
Complexity: High	65	1	-.10	--	**-.17**	--	-.56-.26	-----	**-.17**	--	-.10	**-.17**	--	-.56-.26	**-.17**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	-.10	--	**-.16**	--	-.54-.25	-----	**-.17**	--	-.10	**-.16**	--	-.54-.25	**-.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	-.10	--	**-.16**	--	-.55-.25	-----	**-.17**	--	-.10	**-.16**	--	-.55-.25	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	-.10	--	**-.15**	--	-.51-.23	-----	**-.15**	--	-.10	**-.15**	--	-.51-.23	**-.15**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A20

Predictive Validity for Gf and Attrition

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Attrition																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A21

Predictive Validity for Gf and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	-.03	--	**-.07**	--	-.27-.13	-----	**-.07**	--	-.03	**-.07**	--	-.37-.24	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	519	1	-.03	--	**-.07**	--	-.27-.13	-----	**-.07**	--	-.03	**-.07**	--	-.27-.13	**-.07**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	519	1	-.03	--	**-.07**	--	-.27-.13	-----	**-.07**	--	-.03	**-.07**	--	-.37-.24	**-.07**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	128	5	.21	.11	**.35**	.00	.20-.49	.35-.35	**.37**	.00	.21	**.35**	.00	.20-.49	**.37**	.00
Simple Moderator Analyses																
Complexity: High	128	5	.21	.11	**.36**	.00	.21-.50	.36-.36	**.38**	.00	.21	**.36**	.00	.21-.50	**.38**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	128	5	.21	.11	**.35**	.00	.20-.49	.35-.35	**.37**	.00	.21	**.35**	.00	.20-.49	**.37**	.00
Age: Below 40	63	4	.21	.15	**.40**	.00	.12-.64	.40-.40	**.43**	.00	.21	**.40**	.00	.12-.64	**.43**	.00

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	128	5	.21	.11	**.36**	.00	.21-.50	.36-.36	**.37**	.00	.21	**.36**	.00	.21-.50	**.37**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	63	4	.21	.15	**.32**	.00	.09-.54	.32-.32	**.34**	.00	.21	**.32**	.00	.09-.54	**.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	63	4	.21	.15	**.35**	.00	.10-.58	.35-.35	**.37**	.00	.21	**.35**	.00	.10-.58	**.37**	.00
Simple Moderator Analyses																
Complexity: High	63	4	.21	.15	**.36**	.00	.11-.59	.36-.36	**.38**	.00	.21	**.36**	.00	.11-.59	**.38**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	63	4	.21	.15	**.35**	.00	.10-.58	.35-.35	**.37**	.00	.21	**.35**	.00	.10-.58	**.37**	.00
Age: Below 40	63	4	.21	.15	**.40**	.00	.12-.64	.40-.40	**.43**	.00	.21	**.40**	.00	.12-.64	**.43**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	63	4	.21	.15	**.36**	.00	.10-.59	.36-.36	**.37**	.00	.21	**.36**	.00	.10-.59	**.37**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	63	4	.21	.15	**.32**	.00	.09-.54	.32-.32	**.34**	.00	.21	**.32**	.00	.09-.54	**.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	123	1	.12	--	**.20**	--	-.10-.47	-----	**.21**	--	.12	**.20**	--	-.10-.47	**.21**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	123	1	.12	--	**.20**	--	-.10-.47	-----	**.21**	--	.12	**.20**	--	-.10-.47	**.21**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	123	1	.12	--	**.20**	--	-.10-.48	-----	**.21**	--	.12	**.20**	--	-.10-.48	**.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	123	1	.12	--	**.18**	--	-.09-.44	-----	**.19**	--	.12	**.18**	--	-.09-.44	**.19**	--

Table A22

Predictive Validity of Gsm and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A23

Predictive Validity for Gsm and Task Performance

Criterion	*N*	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	1,170	3	.36	.00	**.45**	.00	.44-.45	.45-.45	**.52**	.00	.36	**.45**	.00	.44-.45	**.52**	.00
Simple Moderator Analyses																
Complexity: High	29	1	.58	--	**.85**	--	.58-1.00	-----	**.92**	--	.58	**.85**	--	.58-1.00	**.92**	--
Complexity: Medium	1,141	2	.35	.00	**.44**	.00	.44-.44	.44-.44	**.51**	.00	.35	**.44**	.00	.44-.44	**.51**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,141	2	.35	.00	**.44**	.00	.44-.44	.44-.44	**.51**	.00	.35	**.44**	.00	.44-.44	**.51**	.00
Sample Type: Civilian	29	1	.58	--	**.85**	--	.58-1.00	-----	**.92**	--	.58	**.85**	--	.58-1.00	**.92**	--
Age: Below 40	29	1	.58	--	**.84**	--	.55-1.00	-----	**.87**	--	.58	**.84**	--	.55-1.00	**.87**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,170	3	.36	.00	**.45**	.00	.44-.45	.45-.45	**.52**	.00	.36	**.45**	.00	.44-.45	**.52**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,170	3	.36	.00	**.45**	.00	.44-.45	.45-.45	**.52**	.00	.36	**.45**	.00	.44-.45	**.52**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	29	1	.58	--	**.85**	--	.58-1.00	-----	**.92**	--	.58	**.85**	--	.58-1.00	**.92**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	29	1	.58	--	**.85**	--	.58-1.00	-----	**.92**	--	.58	**.85**	--	.58-1.00	**.92**	--
Age: Below 40	29	1	.58	--	**.85**	--	.58-1.00	-----	**.92**	--	.58	**.85**	--	.58-1.00	**.92**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	29	1	.58	--	**.85**	--	.58-1.00	-----	**.92**	--	.58	**.85**	--	.58-1.00	**.92**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	29	1	.58	--	**.85**	--	.58-1.00	-----	**.92**	--	.58	**.85**	--	.58-1.00	**.92**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,141	2	.35	.00	**.44**	.00	.44-.44	.44-.44	**.51**	.00	.35	**.44**	.00	.44-.44	**.51**	.00

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,141	2	.35	.00	**.44**	.00	.44-.44	.44-.44	**.51**	.00	.35	**.44**	.00	.44-.44	**.51**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,141	2	.35	.00	**.44**	.00	.44-.44	.44-.44	**.51**	.00	.35	**.44**	.00	.44-.44	**.51**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.35	.00	**.44**	.00	.44-.44	.44-.44	**.51**	.00	.35	**.44**	.00	.44-.44	**.51**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00
Simple Moderator Analyses																
Complexity: High	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00
Age: Below 40	51	2	.25	.01	**.47**	.00	.46-.49	.47-.47	**.49**	.00	.25	**.47**	.00	.46-.49	**.49**	.00
Age: 40 and above	259	2	.21	.01	**.44**	.00	.42-.45	.44-.44	**.47**	.00	.21	**.44**	.00	.42-.45	**.47**	.00
Clerical Job: No	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.00-.74	**.47**	--
Clerical Job: No	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Age: Below 40	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00
Simple Moderator Analyses																
Complexity: High	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00
Age: Below 40	51	2	.25	.01	**.47**	.00	.46-.49	.47-.47	**.49**	.00	.25	**.47**	.00	.46-.49	**.49**	.00
Age: 40 and above	259	2	.21	.01	**.44**	.00	.42-.45	.44-.44	**.47**	.00	.21	**.44**	.00	.42-.45	**.47**	.00
Clerical Job: No	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	310	4	.22	.02	**.45**	.00	.42-.48	.45-.45	**.48**	.00	.22	**.45**	.00	.42-.48	**.48**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.00-.74	**.47**	--
Clerical Job: No	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	159	1	.21	--	**.43**	--	.13-.66	-----	**.46**	--	.21	**.43**	--	.13-.66	**.46**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Age: Below 40	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	22	1	.25	--	**.49**	--	-.35-.95	-----	**.53**	--	.25	**.49**	--	-.35-.95	**.53**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A24

Predictive Validity for Gsm and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A25

Predictive Validity for Gsm and CWB

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A26

Predictive Validity for Gsm and OCB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A27

Predictive Validity for Gsm and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A28

Predictive Validity for Gsm and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A29

Predictive Validity for Gsm and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A30

Predictive Validity for Gsm and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A31

Predictive Validity for Gsm and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A32

Predictive Validity for Gsm and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Simple Moderator Analyses																
Complexity: High	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Age: Below 40	63	4	.30	.25	.55	.00	.11-.85	.55-.55	.58	.00	.30	.55	.00	.11-.85	.58	.00
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Simple Moderator Analyses																
Complexity: High	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Civilian	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Age: Below 40	63	4	.30	.25	.55	.00	.11-.85	.55-.55	.58	.00	.30	.55	.00	.11-.85	.58	.00
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	63	4	.30	.25	.58	.00	.12-.87	.58-.58	.63	.00	.30	.58	.00	.12-.87	.63	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A33

Predictive Validity for Glr-LE and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.22-.37	**.31**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.21-.36	**.31**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.21-.36	**.31**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.22-.37	**.31**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.22-.36	**.31**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.21-.36	**.31**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.22-.36	**.31**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.21-.36	**.31**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.18	.03	**.29**	.00	.21-.36	.29-.29	**.30**	.00	.18	**.29**	.00	.21-.36	**.30**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	590	3	.14	.14	**.28**	.21	-.04-.55	.01-.55	**.29**	.22	.14	**.27**	.23	-.06-.56	**.29**	.24
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	590	3	.14	.14	**.28**	.21	-.04-.55	.01-.55	**.29**	.22	.14	**.28**	.21	-.04-.55	**.29**	.22
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	590	3	.14	.14	**.28**	.21	-.04-.55	.01-.55	**.29**	.22	.14	**.28**	.22	-.04-.55	**.29**	.23
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.09	.12	**.19**	.18	-.14-.49	-.04-.42	**.20**	.19	.08	**.16**	.19	-.17-.47	**.17**	.20
Clerical Job: Yes	125	1	.30	--	**.56**	--	.28-.77	-----	**.59**	--	.30	**.56**	--	.28-.77	**.59**	--
Context: Research	590	3	.14	.14	**.28**	.21	-.04-.55	.01-.55	**.29**	.22	.14	**.27**	.22	-.05-.56	**.29**	.23
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	590	3	.13	.13	**.26**	.20	-.05-.53	.00-.52	**.27**	.22	.13	**.26**	.22	-.07-.54	**.27**	.23
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	590	3	.13	.13	**.26**	.20	-.05-.53	.00-.52	**.27**	.22	.13	**.26**	.21	-.05-.53	**.27**	.22
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	590	3	.13	.13	**.26**	.20	-.05-.53	.00-.52	**.27**	.22	.13	**.26**	.21	-.05-.53	**.27**	.22
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.08	.10	**.17**	.14	-.11-.42	-.01-.34	**.18**	.14	.07	**.14**	.13	-.14-.41	**.15**	.14
Clerical Job: Yes	125	1	.30	--	**.56**	--	.28-.77	-----	**.59**	--	.30	**.56**	--	.28-.77	**.59**	--
Context: Research	590	3	.13	.13	**.26**	.20	-.05-.53	.00-.52	**.27**	.22	.13	**.26**	.22	-.06-.54	**.27**	.23
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																

																741
All	465	2	.03	.05	**.06**	.00	-.09-.22	.06-.06	**.07**	.00	.03	**.05**	.00	-.11-.21	**.06**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	465	2	.03	.05	**.06**	.00	-.09-.22	.06-.06	**.07**	.00	.03	**.06**	.00	-.09-.22	**.07**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	465	2	.03	.05	**.06**	.00	-.09-.22	.06-.06	**.07**	.00	.03	**.06**	.00	-.10-.22	**.06**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.03	.05	**.06**	.00	-.09-.22	.06-.06	**.07**	.00	.02	**.05**	.00	-.11-.21	**.05**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	465	2	.03	.05	**.06**	.00	-.09-.22	.06-.06	**.07**	.00	.03	**.06**	.00	-.10-.21	**.06**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	590	3	.15	.13	**.30**	.20	-.01-.56	.04-.55	**.31**	.21	.14	**.29**	.22	-.03-.57	**.31**	.23
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	590	3	.15	.13	**.30**	.20	-.01-.56	.04-.55	**.31**	.21	.15	**.30**	.20	-.01-.56	**.31**	.21
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	590	3	.15	.13	**.30**	.20	-.01-.56	.04-.55	**.31**	.21	.15	**.30**	.20	-.02-.56	**.31**	.21
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.11	.12	**.22**	.19	-.12-.52	-.02-.46	**.23**	.20	.09	**.19**	.19	-.16-.50	**.20**	.20
Clerical Job: Yes	125	1	.30	--	**.56**	--	.28-.77	-----	**.59**	--	.30	**.56**	--	.28-.77	**.59**	--
Context: Research	590	3	.15	.13	**.30**	.20	-.01-.56	.04-.55	**.31**	.21	.15	**.29**	.21	-.02-.57	**.31**	.22
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.11	**.23**	.31	-.26-.64	**.24**	.33
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.13	**.26**	.30	-.22-.65	**.27**	.31

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.12	**.25**	.30	-.23-.65	**.27**	.32
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.11	**.22**	.31	-.27-.64	**.24**	.33
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.12	**.24**	.30	-.25-.65	**.25**	.32
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.11	**.23**	.31	-.26-.64	**.24**	.33
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.13	**.26**	.30	-.22-.65	**.27**	.31
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.12	**.25**	.30	-.23-.65	**.27**	.32
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.11	**.22**	.31	-.27-.64	**.24**	.33
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	465	2	.13	.17	**.26**	.30	-.22-.65	-.12-.64	**.28**	.31	.12	**.24**	.30	-.25-.65	**.25**	.32
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A34

Predictive Validity for Glr-LE and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Production Record																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	590	3	.10	.14	**.21**	.23	-.12-.49	-.09-.50	**.22**	.24	.10	**.20**	.25	-.14-.51	**.21**	.26
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	590	3	.10	.14	**.21**	.23	-.12-.49	-.09-.50	**.22**	.24	.10	**.21**	.23	-.12-.50	**.22**	.24
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	590	3	.10	.14	**.21**	.23	-.12-.49	-.09-.50	**.22**	.24	.10	**.20**	.23	-.12-.50	**.22**	.25
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.06	.12	**.12**	.20	-.22-.43	-.14-.37	**.12**	.21	.04	**.09**	.20	-.26-.42	**.09**	.21
Clerical Job: Yes	125	1	.27	--	**.51**	--	.21-.74	-----	**.54**	--	.27	**.51**	--	.21-.74	**.54**	--
Context: Research	590	3	.10	.14	**.21**	.23	-.12-.49	-.09-.50	**.22**	.24	.10	**.20**	.24	-.13-.50	**.21**	.25
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	590	3	.10	.14	**.21**	.23	-.12-.49	-.09-.50	**.22**	.24	.10	**.21**	.23	-.12-.50	**.22**	.24
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	590	3	.10	.14	**.21**	.23	-.12-.49	-.09-.50	**.22**	.24	.10	**.20**	.24	-.13-.50	**.22**	.25

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.06	.12	**.12**	.20	-.22-.43	-.14-.37	**.12**	.21	.05	**.11**	.20	-.23-.43	**.12**	.21
Clerical Job: Yes	125	1	.27	--	**.51**	--	.21-.74	-----	**.54**	--	.27	**.51**	--	.21-.74	**.54**	--
Context: Research	590	3	.10	.14	**.21**	.23	-.12-.49	-.09-.50	**.22**	.24	.10	**.21**	.23	-.12-.49	**.22**	.24
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	590	3	.14	.16	**.27**	.25	-.08-.58	-.05-.60	**.29**	.27	.13	**.26**	.27	-.12-.58	**.27**	.29
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	590	3	.14	.16	**.27**	.25	-.08-.58	-.05-.60	**.29**	.27	.13	**.27**	.26	-.09-.58	**.29**	.27
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	590	3	.14	.16	**.27**	.25	-.08-.58	-.05-.60	**.29**	.27	.13	**.27**	.26	-.10-.58	**.28**	.27
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.10	.17	**.20**	.31	-.27-.61	-.19-.60	**.21**	.32	.08	**.16**	.32	-.33-.60	**.17**	.34
Clerical Job: Yes	125	1	.27	--	**.51**	--	.21-.74	-----	**.54**	--	.27	**.51**	--	.21-.74	**.54**	--
Context: Research	590	3	.14	.16	**.27**	.25	-.08-.58	-.05-.60	**.29**	.27	.13	**.26**	.27	-.11-.58	**.28**	.28
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	590	3	.14	.16	**.27**	.25	-.08-.58	-.05-.60	**.29**	.27	.13	**.27**	.26	-.09-.58	**.29**	.27
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	590	3	.14	.16	**.27**	.25	-.08-.58	-.05-.60	**.29**	.27	.13	**.27**	.26	-.10-.58	**.28**	.28
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.10	.17	**.20**	.31	-.27-.61	-.19-.60	**.21**	.32	.10	**.20**	.31	-.28-.61	**.21**	.33

Clerical Job: Yes	125	1	.27	--	**.51**	--	.21-.74	-----	**.54**	--	.27	**.51**	--	.21-.74	**.54**	--
Context: Research	590	3	.14	.16	**.27**	.25	-.08-.58	-.05-.60	**.29**	.27	.13	**.27**	.25	-.08-.58	**.29**	.27
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	590	3	.15	.17	**.29**	.29	-.10-.62	-.07-.66	**.31**	.30	.14	**.28**	.31	-.14-.63	**.30**	.33
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	590	3	.15	.17	**.29**	.29	-.10-.62	-.07-.66	**.31**	.30	.15	**.29**	.29	-.10-.62	**.31**	.30
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	590	3	.15	.17	**.29**	.29	-.10-.62	-.07-.66	**.31**	.30	.14	**.29**	.29	-.11-.62	**.31**	.31
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.10	.17	**.20**	.31	-.27-.61	-.19-.60	**.21**	.32	.08	**.16**	.32	-.33-.60	**.17**	.34
Clerical Job: Yes	125	1	.32	--	**.59**	--	.33-.79	-----	**.63**	--	.32	**.59**	--	.33-.79	**.63**	--
Context: Research	590	3	.15	.17	**.29**	.29	-.10-.62	-.07-.66	**.31**	.30	.14	**.29**	.30	-.12-.63	**.30**	.32
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	125	1	.21	--	**.41**	--	.09-.67	-----	**.44**	--	.21	**.41**	--	.09-.67	**.44**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	125	1	.21	--	**.41**	--	.09-.67	-----	**.44**	--	.21	**.41**	--	.09-.67	**.44**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	125	1	.21	--	**.41**	--	.09-.67	-----	**.44**	--	.21	**.41**	--	.09-.67	**.44**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	125	1	.21	--	**.41**	--	.09-.67	-----	**.44**	--	.21	**.41**	--	.09-.67	**.44**	--
Context: Research	125	1	.21	--	**.41**	--	.09-.67	-----	**.44**	--	.21	**.41**	--	.09-.67	**.44**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.01**	.00	-.18-.21	**.01**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.03**	.03	-.17-.22	**.03**	.03
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.02**	.02	-.17-.22	**.03**	.03
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.01**	.00	-.19-.21	**.01**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.02**	.00	-.18-.22	**.02**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.01**	.00	-.18-.21	**.01**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.03**	.03	-.17-.22	**.03**	.03
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.02**	.02	-.17-.22	**.03**	.03
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.01**	.00	-.19-.21	**.01**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.01	.07	**.03**	.03	-.16-.22	-.02-.07	**.03**	.04	.01	**.02**	.00	-.18-.22	**.02**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A35

Predictive Validity for Glr-LE and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	590	3	.09	.08	**.18**	.03	.00-.35	.14-.23	**.19**	.04	.09	**.17**	.03	-.02-.35	**.18**	.03
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	590	3	.09	.08	**.18**	.03	.00-.35	.14-.23	**.19**	.04	.09	**.18**	.03	.00-.35	**.19**	.04
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	590	3	.09	.08	**.18**	.03	.00-.35	.14-.23	**.19**	.04	.09	**.18**	.03	.00-.35	**.19**	.04
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.06	**.13**	.11	-.13-.37	**.14**	.11
Clerical Job: Yes	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Context: Research	590	3	.09	.08	**.18**	.03	.00-.35	.14-.23	**.19**	.04	.09	**.18**	.03	-.01-.35	**.19**	.04
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	590	3	.09	.08	**.18**	.03	.00-.35	.14-.23	**.19**	.04	.09	**.18**	.03	.00-.35	**.19**	.04
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	590	3	.09	.08	**.18**	.03	.00-.35	.14-.23	**.19**	.04	.09	**.18**	.03	-.01-.35	**.19**	.04
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.15**	.11	-.11-.38	**.16**	.12
Clerical Job: Yes	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Context: Research	590	3	.09	.08	**.18**	.03	.00-.35	.14-.23	**.19**	.04	.09	**.18**	.03	.00-.35	**.19**	.04
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Context: Research	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Context: Research	125	1	.15	--	**.30**	--	-.05-.60	-----	**.32**	--	.15	**.30**	--	-.05-.60	**.32**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.06	**.13**	.11	-.13-.38	**.14**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.15**	.11	-.10-.39	**.16**	.12
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.14**	.11	-.11-.38	**.15**	.12
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.06	**.13**	.11	-.13-.37	**.14**	.11
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.14**	.11	-.12-.38	**.15**	.12
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.15**	.11	-.10-.39	**.16**	.12
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.14**	.11	-.11-.38	**.15**	.12
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.15**	.11	-.11-.38	**.16**	.12
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.07	.09	**.15**	.11	-.10-.39	.01-.29	**.16**	.12	.07	**.15**	.11	-.10-.39	**.16**	.12
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A36

Predictive Validity for Glr-LE and CWB

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A37

Predictive Validity for Glr-LE and OCB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.04	**.08**	.23	-.30-.43	**.08**	.24
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.05	**.10**	.23	-.26-.45	**.11**	.24
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.05	**.10**	.23	-.27-.44	**.10**	.24
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.04	**.07**	.23	-.30-.43	**.08**	.24
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.04	**.09**	.23	-.28-.44	**.09**	.24
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.04	**.08**	.23	-.30-.43	**.08**	.24
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.05	**.10**	.23	-.26-.45	**.11**	.24
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.05	**.10**	.23	-.27-.44	**.10**	.24
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.04	**.07**	.23	-.30-.43	**.08**	.24
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	465	2	.05	.13	**.11**	.23	-.26-.45	-.18-.39	**.11**	.24	.04	**.09**	.23	-.28-.44	**.09**	.24
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A38

Predictive Validity for Glr-LE and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A39

Predictive Validity for Glr-LE and Accidents

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A40

Predictive Validity for Glr-LE and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A41

Predictive Validity for Glr-LE and Absences/Tardiness

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A42

Predictive Validity for Glr-LE and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A43

Predictive Validity for Glr-LE and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Creativity																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Adaptability																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –

Table A44

Predictive Validity for Glr-RF and Performance Determinants

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	442	3	.18	.08	**.33**	.00	.18-.47	.33-.33	**.37**	.00	.18	**.33**	.00	.17-.47	**.37**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	442	3	.18	.08	**.32**	.00	.17-.46	.32-.32	**.36**	.00	.18	**.32**	.00	.17-.46	**.36**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	467	5	.09	.12	**.20**	.11	-.04-.42	.06-.34	**.22**	.12	.09	**.20**	.11	-.04-.42	**.22**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	467	5	.09	.12	**.20**	.11	-.04-.42	.06-.34	**.22**	.12	.09	**.20**	.11	-.04-.42	**.22**	.12
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	467	5	.09	.12	**.20**	.11	-.04-.42	.06-.34	**.22**	.12	.09	**.20**	.11	-.04-.42	**.22**	.12
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.24	.23	**.51**	.29	-.19-.88	.15-.88	**.58**	.32	.24	**.51**	.29	-.19-.88	**.58**	.32
Clerical Job: Yes	378	3	.05	.04	**.13**	.00	.02-.23	.13-.13	**.14**	.00	.05	**.13**	.00	.02-.23	**.14**	.00
Context: Research	467	5	.09	.12	**.20**	.11	-.04-.42	.06-.34	**.22**	.12	.09	**.20**	.11	-.04-.42	**.22**	.12
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	467	5	.09	.12	**.20**	.12	-.04-.42	.05-.35	**.22**	.13	.09	**.20**	.12	-.04-.42	**.22**	.13
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	467	5	.09	.12	**.20**	.12	-.04-.42	.05-.35	**.22**	.13	.09	**.20**	.12	-.04-.42	**.22**	.13
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	467	5	.09	.12	**.20**	.12	-.04-.42	.05-.35	**.22**	.13	.09	**.20**	.12	-.04-.42	**.22**	.13
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.24	.24	**.52**	.30	-.21-.89	.13-.90	**.58**	.33	.24	**.52**	.30	-.21-.89	**.58**	.33
Clerical Job: Yes	378	3	.05	.03	**.12**	.00	.04-.20	.12-.12	**.13**	.00	.05	**.12**	.00	.04-.20	**.13**	.00
Context: Research	467	5	.09	.12	**.20**	.12	-.04-.42	.05-.35	**.22**	.13	.09	**.20**	.12	-.04-.42	**.22**	.13
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																

																767
All	467	5	.09	.12	**.21**	.14	-.04-.43	.03-.38	**.23**	.15	.09	**.21**	.14	-.04-.43	**.23**	.15
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	467	5	.09	.12	**.21**	.14	-.04-.43	.03-.38	**.23**	.15	.09	**.21**	.14	-.04-.43	**.23**	.15
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	467	5	.09	.12	**.21**	.14	-.04-.43	.03-.38	**.23**	.15	.09	**.21**	.14	-.04-.43	**.23**	.15
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.24	.23	**.51**	.27	-.18-.88	.16-.86	**.58**	.31	.24	**.51**	.27	-.18-.88	**.58**	.31
Clerical Job: Yes	378	3	.06	.07	**.13**	.00	-.04-.30	.13-.13	**.15**	.00	.06	**.13**	.00	-.04-.30	**.15**	.00
Context: Research	467	5	.09	.12	**.21**	.14	-.04-.43	.03-.38	**.23**	.15	.09	**.21**	.14	-.04-.43	**.23**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	467	5	.08	.12	**.19**	.13	-.05-.42	.03-.36	**.22**	.14	.08	**.19**	.13	-.05-.42	**.22**	.14
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	467	5	.08	.12	**.19**	.13	-.05-.42	.03-.36	**.22**	.14	.08	**.19**	.13	-.05-.42	**.22**	.14
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	467	5	.08	.12	**.19**	.13	-.05-.42	.03-.36	**.22**	.14	.08	**.19**	.13	-.05-.42	**.22**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.24	.25	**.52**	.32	-.24-.90	.11-.93	**.58**	.36	.24	**.52**	.32	-.24-.90	**.58**	.36
Clerical Job: Yes	378	3	.05	.02	**.11**	.00	.05-.17	.11-.11	**.13**	.00	.05	**.11**	.00	.05-.17	**.13**	.00
Context: Research	467	5	.08	.12	**.19**	.13	-.05-.42	.03-.36	**.22**	.14	.08	**.19**	.13	-.05-.42	**.22**	.14
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00

Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	378	3	.06	.09	**.14**	.00	-.10-.36	.14-.14	**.16**	.00	.06	**.14**	.00	-.10-.36	**.16**	.00
Context: Research	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	378	3	.06	.09	**.14**	.00	-.10-.36	.14-.14	**.16**	.00	.06	**.14**	.00	-.10-.36	**.16**	.00
Context: Research	378	3	.06	.09	**.14**	.00	-.10-.35	.14-.14	**.15**	.00	.06	**.14**	.00	-.10-.35	**.15**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.24	.22	**.51**	.26	-.16-.87	.18-.84	**.57**	.29	.24	**.51**	.26	-.16-.87	**.57**	.29
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.24	.22	**.51**	.26	-.16-.87	.18-.84	**.57**	.29	.24	**.51**	.26	-.16-.87	**.57**	.29
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	89	2	.24	.22	**.50**	.26	-.16-.86	.17-.83	**.55**	.29	.24	**.50**	.26	-.16-.86	**.55**	.29
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A45

Predictive Validity for Glr-RF and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	936	7	.09	.04	**.19**	.00	.13-.25	.19-.19	**.21**	.00	.09	**.19**	.00	.13-.25	**.21**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	936	7	.09	.04	**.19**	.00	.13-.25	.19-.19	**.21**	.00	.09	**.19**	.00	.13-.25	**.21**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	936	7	.09	.04	**.19**	.00	.13-.25	.19-.19	**.21**	.00	.09	**.19**	.00	.13-.25	**.21**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	558	4	.10	.05	**.20**	.00	.09-.31	.20-.20	**.23**	.00	.09	**.20**	.00	.09-.31	**.23**	.00
Clerical Job: Yes	378	3	.08	.02	**.18**	.00	.13-.23	.18-.18	**.21**	.00	.08	**.18**	.00	.13-.23	**.21**	.00
Context: Research	936	7	.09	.04	**.19**	.00	.13-.25	.19-.19	**.21**	.00	.09	**.19**	.00	.13-.25	**.21**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	936	7	.09	.04	**.19**	.00	.13-.25	.19-.19	**.21**	.00	.09	**.19**	.00	.13-.25	**.21**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	936	7	.09	.04	**.19**	.00	.13-.25	.19-.19	**.21**	.00	.09	**.19**	.00	.13-.25	**.21**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	558	4	.10	.05	**.20**	.00	.09-.30	.20-.20	**.22**	.00	.10	**.20**	.00	.09-.30	**.22**	.00
Clerical Job: Yes	378	3	.08	.02	**.18**	.00	.13-.22	.18-.18	**.20**	.00	.08	**.18**	.00	.13-.23	**.20**	.00
Context: Research	936	7	.09	.04	**.19**	.00	.13-.25	.19-.19	**.21**	.00	.09	**.19**	.00	.13-.25	**.21**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	135	1	.03	--	**.07**	--	-.27-.39	-----	**.08**	--	.03	**.07**	--	-.27-.39	**.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	135	1	.03	--	**.07**	--	-.27-.39	-----	**.08**	--	.03	**.07**	--	-.27-.39	**.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	135	1	.03	--	**.07**	--	-.28-.40	-----	**.08**	--	.03	**.07**	--	-.28-.40	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	135	1	.03	--	**.07**	--	-.27-.39	-----	**.08**	--	.03	**.07**	--	-.27-.39	**.08**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	661	6	.10	.13	**.22**	.18	-.02-.43	-.01-.45	**.25**	.20	.10	**.22**	.18	-.02-.43	**.25**	.20
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	467	5	.07	.14	**.15**	.22	-.14-.42	-.13-.44	**.17**	.24	.07	**.15**	.22	-.14-.42	**.17**	.24
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	661	6	.10	.13	**.22**	.18	-.02-.43	-.01-.45	**.25**	.20	.10	**.22**	.18	-.02-.43	**.25**	.20
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	283	3	.16	.17	**.37**	.25	-.06-.69	.05-.70	**.42**	.28	.16	**.37**	.25	-.06-.69	**.42**	.28
Clerical Job: Yes	378	3	.05	.08	**.11**	.00	-.11-.32	.11-.11	**.13**	.00	.05	**.11**	.00	-.11-.32	**.13**	.00
Context: Research	661	6	.10	.13	**.22**	.18	-.02-.43	-.01-.45	**.25**	.20	.10	**.22**	.18	-.02-.43	**.25**	.20
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	467	5	.07	.14	**.15**	.22	-.14-.42	-.13-.44	**.17**	.24	.07	**.15**	.22	-.14-.42	**.17**	.24
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	467	5	.07	.14	**.15**	.22	-.14-.42	-.13-.44	**.17**	.24	.07	**.15**	.22	-.14-.42	**.17**	.24
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.15	.35	**.34**	.63	-.64-.93	-.47-1.00	**.37**	.70	.15	**.34**	.63	-.64-.93	**.37**	.70
Clerical Job: Yes	378	3	.05	.08	**.11**	.00	-.10-.31	.11-.11	**.12**	.00	.05	**.10**	.00	-.11-.31	**.12**	.00
Context: Research	467	5	.07	.14	**.15**	.22	-.14-.42	-.13-.44	**.17**	.24	.07	**.15**	.22	-.14-.42	**.17**	.24
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	661	6	.07	.14	**.16**	.24	-.10-.41	-.14-.47	**.18**	.26	.07	**.16**	.24	-.10-.41	**.18**	.26
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	467	5	.03	.15	**.07**	.26	-.24-.36	-.26-.40	**.08**	.29	.03	**.07**	.26	-.24-.36	**.08**	.29
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	661	6	.07	.14	**.16**	.24	-.10-.41	-.14-.47	**.18**	.26	.07	**.16**	.24	-.10-.41	**.18**	.26
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	283	3	.16	.17	**.37**	.25	-.06-.69	.05-.70	**.42**	.28	.16	**.37**	.25	-.06-.69	**.42**	.28
Clerical Job: Yes	378	3	.00	.09	**.00**	.00	-.23-.23	.00-.00	**.00**	.00	.00	**.00**	.00	-.23-.23	**.00**	.00
Context: Research	661	6	.07	.14	**.16**	.24	-.10-.41	-.14-.47	**.18**	.26	.07	**.16**	.24	-.10-.41	**.18**	.26

Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	467	5	.03	.15	**.07**	.26	-.24-.36	-.26-.40	**.08**	.29	.03	**.07**	.26	-.24-.36	**.08**	.29
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	467	5	.03	.15	**.07**	.26	-.24-.36	-.26-.40	**.08**	.29	.03	**.07**	.26	-.24-.36	**.08**	.29
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	89	2	.15	.35	**.34**	.63	-.64-.93	-.47-1.00	**.37**	.70	.15	**.34**	.63	-.64-.93	**.37**	.70
Clerical Job: Yes	378	3	.00	.09	**.00**	.00	-.22-.23	.00-.00	**.00**	.00	.00	**.00**	.00	-.22-.22	**.00**	.00
Context: Research	467	5	.03	.15	**.07**	.26	-.24-.36	-.26-.40	**.08**	.29	.03	**.07**	.26	-.24-.36	**.08**	.29
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	89	2	.15	.35	**.34**	.63	-.64-.93	-.47-1.00	**.37**	.70	.15	**.34**	.63	-.64-.93	**.37**	.70
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	89	2	.15	.35	**.34**	.63	-.64-.93	-.47-1.00	**.37**	.70	.15	**.34**	.63	-.64-.93	**.37**	.70
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	89	2	.15	.35	**.34**	.63	-.64-.93	-.47-1.00	**.37**	.70	.15	**.34**	.63	-.64-.93	**.37**	.70
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	89	2	.15	.35	**.34**	.64	-.65-.92	-.48-1.00	**.39**	.72	.15	**.34**	.64	-.65-.92	**.39**	.72
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	89	2	.15	.35	**.34**	.63	-.64-.93	-.47-1.00	**.37**	.70	.15	**.34**	.63	-.64-.93	**.37**	.70
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	378	3	.00	.09	**.00**	.00	-.22-.23	.00-.00	**.00**	.00	.00	**.00**	.00	-.22-.23	**.00**	.00

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	378	3	.00	.09	**.00**	.00	-.22-.23	.00-.00	**.00**	.00	.00	**.00**	.00	-.22-.23	**.00**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	378	3	.00	.09	**.00**	.00	-.22-.23	.00-.00	**.00**	.00	.00	**.00**	.00	-.22-.23	**.00**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	378	3	.00	.09	**.00**	.00	-.23-.23	.00-.00	**.00**	.00	.00	**.00**	.00	-.23-.23	**.00**	.00
Context: Research	378	3	.00	.09	**.00**	.00	-.22-.23	.00-.00	**.00**	.00	.00	**.00**	.00	-.22-.23	**.00**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	378	3	.09	.08	**.22**	.00	.01-.40	.22-.22	**.24**	.00	.09	**.22**	.00	.01-.40	**.24**	.00
Context: Research	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Medium	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	378	3	.09	.08	**.22**	.00	.01-.40	.22-.22	**.24**	.00	.09	**.22**	.00	.01-.40	**.24**	.00
Context: Research	378	3	.09	.08	**.21**	.00	.01-.39	.21-.21	**.23**	.00	.09	**.21**	.00	.01-.39	**.23**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																

																	777
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																	
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A46

Predictive Validity for Glr-RF and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	1,782	23	.11	.13	**.25**	.12	.13-.37	.10-.40	**.28**	.13	.11	**.25**	.12	.13-.37	**.28**	.13
Simple Moderator Analyses																
Complexity: High	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Complexity: Medium	1,294	16	.11	.13	**.26**	.13	.11-.39	.09-.43	**.29**	.15	.11	**.26**	.13	.11-.39	**.29**	.15
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	229	4	-.01	.13	**-.02**	.00	-.31-.26	-.02--.02	**-.03**	.00	-.01	**-.02**	.00	-.31-.26	**-.03**	.00
Sample Type: Civilian	1,553	19	.13	.12	**.29**	.08	.17-.41	.19-.39	**.32**	.09	.13	**.29**	.08	.17-.41	**.32**	.09
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,242	16	.11	.14	**.25**	.14	.10-.39	.07-.43	**.29**	.16	.11	**.26**	.14	.10-.40	**.29**	.15
Clerical Job: Yes	540	7	.12	.13	**.27**	.12	.04-.47	.11-.43	**.31**	.14	.12	**.27**	.12	.04-.47	**.31**	.14
Context: Research	1,139	10	.09	.09	**.20**	.00	.08-.32	.20-.20	**.22**	.00	.09	**.20**	.00	.08-.32	**.22**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	95	1	.21	--	**.45**	--	.04-.74	-----	**.50**	--	.21	**.45**	--	.04-.74	**.50**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,294	16	.11	.13	**.26**	.13	.11-.39	.09-.43	**.29**	.15	.11	**.26**	.13	.11-.39	**.29**	.15

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	81	2	.00	.26	**.00**	.48	-.69-.69	-.62-.62	**.00**	.54	.00	**.00**	.48	-.69-.69	**.00**	.54
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	27	1	-.27	--	**-.55**	--	-.93-.23	-----	**-.61**	--	-.27	**-.55**	--	-.93-.23	**-.61**	--
Clerical Job: Yes	54	1	.13	--	**.30**	--	-.31-.73	-----	**.33**	--	.13	**.30**	--	-.31-.73	**.33**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,213	14	.12	.12	**.27**	.10	.13-.41	.14-.41	**.30**	.12	.12	**.27**	.10	.13-.41	**.30**	.12
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	754	9	.14	.13	**.30**	.12	.11-.47	.15-.46	**.34**	.14	.14	**.30**	.12	.11-.47	**.34**	.14
Clerical Job: Yes	459	5	.10	.12	**.22**	.11	-.02-.44	.08-.36	**.24**	.12	.10	**.22**	.11	-.02-.44	**.25**	.13
Context: Research	909	8	.07	.08	**.15**	.00	.02-.28	.15-.15	**.17**	.00	.07	**.15**	.00	.02-.28	**.17**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	1,755	22	.11	.13	**.24**	.10	.12-.35	.12-.37	**.27**	.11	.11	**.24**	.10	.13-.36	**.27**	.11
Simple Moderator Analyses																
Complexity: High	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Complexity: Medium	1,294	16	.11	.13	**.26**	.13	.11-.39	.09-.43	**.29**	.15	.11	**.26**	.13	.11-.39	**.29**	.15
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	229	4	-.01	.13	**-.02**	.00	-.31-.26	-.02--.02	**-.03**	.00	-.01	**-.02**	.00	-.31-.26	**-.03**	.00
Sample Type: Civilian	1,526	18	.12	.12	**.28**	.05	.16-.39	.21-.35	**.31**	.06	.12	**.28**	.05	.16-.39	**.31**	.06
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,242	16	.11	.14	**.25**	.14	.10-.39	.07-.43	**.29**	.16	.11	**.26**	.14	.10-.40	**.29**	.15
Clerical Job: Yes	513	6	.10	.11	**.24**	.00	.02-.43	.24-.24	**.27**	.00	.10	**.24**	.00	.02-.43	**.27**	.00
Context: Research	1,139	10	.09	.09	**.20**	.00	.08-.32	.20-.20	**.22**	.00	.09	**.20**	.00	.08-.32	**.22**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Hierarchical Moderator Analysis																
Complexity: High	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	178	3	.13	.16	**.29**	.15	-.11-.62	.10-.49	**.33**	.17	.13	**.29**	.15	-.11-.62	**.33**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	95	1	.21	--	**.45**	--	.04-.74	-----	**.50**	--	.21	**.45**	--	.04-.74	**.50**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,294	16	.11	.13	**.26**	.13	.11-.39	.09-.43	**.29**	.15	.11	**.26**	.13	.11-.39	**.29**	.15
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	81	2	.00	.26	**.00**	.48	-.69-.69	-.62-.62	**.00**	.54	.00	**.00**	.48	-.69-.69	**.00**	.54
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	27	1	-.27	--	**-.55**	--	-.93-.23	-----	**-.61**	--	-.27	**-.55**	--	-.93-.23	**-.61**	--
Clerical Job: Yes	54	1	.13	--	**.30**	--	-.31-.73	-----	**.33**	--	.13	**.30**	--	-.31-.73	**.33**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,213	14	.12	.12	**.27**	.10	.13-.41	.14-.41	**.30**	.12	.12	**.27**	.10	.13-.41	**.30**	.12
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	754	9	.14	.13	**.30**	.12	.11-.47	.15-.46	**.34**	.14	.14	**.30**	.12	.11-.47	**.34**	.14
Clerical Job: Yes	459	5	.10	.12	**.22**	.11	-.02-.44	.08-.36	**.24**	.12	.10	**.22**	.11	-.02-.44	**.25**	.13
Context: Research	909	8	.07	.08	**.15**	.00	.02-.28	.15-.15	**.17**	.00	.07	**.15**	.00	.02-.28	**.17**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	27	1	.43	--	**.76**	--	.24-.99	-----	**.85**	--	.43	**.76**	--	.24-.99	**.85**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	27	1	.43	--	**.76**	--	.24-.99	-----	**.85**	--	.43	**.76**	--	.24-.99	**.85**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	27	1	.43	--	**.77**	--	.25-.98	-----	**.87**	--	.43	**.77**	--	.25-.98	**.87**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	782

Table A47

Predictive Validity for Glr-RF and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00	-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00	-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00	-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	378	3	-.05	.05	**-.12**	.00	-.24-.01	-.12--.12	**-.13**	.00	-.05	**-.12**	.00	-.24-.01	**-.13**	.00

																	784
Context: Research	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																	
All	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Complexity: Medium	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Sample Type: Civilian	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Clerical Job: Yes	378	3	-.05	.05	**-.12**	.00	-.24-.01	-.12--.12	**-.13**	.00		-.05	**-.12**	.00	-.24-.01	**-.13**	.00
Context: Research	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																	
All	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Complexity: Medium	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00	-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	378	3	-.05	.05	**-.12**	.00	-.24-.01	-.12--.12	**-.13**	.00	-.05	**-.12**	.00	-.24-.01	**-.13**	.00
Context: Research	378	3	-.05	.05	**-.11**	.00	-.23-.01	-.11--.11	**-.12**	.00	-.05	**-.11**	.00	-.23-.01	**-.12**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Table A48

Predictive Validity for Glr-RF and OCB

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	467	5	.06	.10	**.13**	.00	-.07-.32	.13-.13	**.14**	.00	.06	**.13**	.00	-.07-.32	**.14**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	467	5	.06	.10	**.13**	.00	-.07-.32	.13-.13	**.14**	.00	.06	**.13**	.00	-.07-.32	**.14**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	467	5	.06	.10	**.13**	.00	-.07-.32	.13-.13	**.14**	.00	.06	**.13**	.00	-.07-.32	**.14**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	89	2	.16	.20	**.37**	.25	-.26-.78	.05-.68	**.41**	.28	.16	**.37**	.25	-.26-.78	**.41**	.28
Clerical Job: Yes	378	3	.03	.05	**.07**	.00	-.07-.21	.07-.07	**.08**	.00	.03	**.07**	.00	-.07-.21	**.08**	.00
Context: Research	467	5	.06	.10	**.13**	.00	-.07-.32	.13-.13	**.14**	.00	.06	**.13**	.00	-.07-.32	**.14**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	378	3	.03	.05	**.06**	.00	-.06-.18	.06-.06	**.07**	.00	.03	**.06**	.00	-.06-.18	**.07**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	378	3	.03	.05	**.06**	.00	-.06-.18	.06-.06	**.07**	.00	.03	**.06**	.00	-.06-.18	**.07**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	378	3	.03	.05	**.06**	.00	-.06-.18	.06-.06	**.07**	.00	.03	**.06**	.00	-.06-.18	**.07**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	378	3	.03	.05	**.06**	.00	-.07-.19	.06-.06	**.07**	.00	.03	**.06**	.00	-.07-.19	**.07**	.00
Context: Research	378	3	.03	.05	**.06**	.00	-.06-.18	.06-.06	**.07**	.00	.03	**.06**	.00	-.06-.18	**.07**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	467	5	.06	.10	**.14**	.00	-.06-.33	.14-.14	**.15**	.00	.06	**.14**	.00	-.06-.33	**.15**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	467	5	.06	.10	**.14**	.00	-.06-.33	.14-.14	**.15**	.00	.06	**.14**	.00	-.06-.33	**.15**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	467	5	.06	.10	**.14**	.00	-.06-.33	.14-.14	**.15**	.00	.06	**.14**	.00	-.06-.33	**.15**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	89	2	.16	.20	**.37**	.25	-.26-.78	.05-.68	**.41**	.28	.16	**.37**	.25	-.26-.78	**.41**	.28
Clerical Job: Yes	378	3	.04	.06	**.08**	.00	-.07-.23	.08-.08	**.10**	.00	.04	**.08**	.00	-.07-.23	**.10**	.00
Context: Research	467	5	.06	.10	**.14**	.00	-.06-.33	.14-.14	**.15**	.00	.06	**.14**	.00	-.06-.33	**.15**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	89	2	.17	.13	**.38**	.00	-.03-.68	.38-.38	**.42**	.00	.17	**.38**	.00	-.03-.68	**.42**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	89	2	.17	.13	**.38**	.00	-.03-.68	.38-.38	**.42**	.00	.17	**.38**	.00	-.03-.68	**.42**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	89	2	.17	.13	**.38**	.00	-.03-.68	.38-.38	**.42**	.00	.17	**.38**	.00	-.03-.68	**.42**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	89	2	.17	.13	**.39**	.00	-.03-.69	.39-.39	**.44**	.00	.17	**.39**	.00	-.03-.69	**.44**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	89	2	.17	.13	**.38**	.00	-.03-.68	.38-.38	**.42**	.00	.17	**.38**	.00	-.03-.68	**.42**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A49

Predictive Validity for Glr-RF and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A50

Predictive Validity for Glr-RF and Accidents

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A51

Predictive Validity for Glr-RF and Potential

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Simple Moderator Analyses																
Complexity: High	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	82	1	.26	--	**.54**	--	.12-.80	-----	**.61**	--	.26	**.54**	--	.12-.80	**.61**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Simple Moderator Analyses																
Complexity: High	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	82	1	.26	--	**.54**	--	.12-.80	-----	**.61**	--	.26	**.54**	--	.12-.80	**.61**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	--	-----	**--**	--
Context: Research	82	1	.26	--	**.53**	--	.12-.80	-----	**.59**	--	.26	**.53**	--	.12-.80	**.59**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A52

Predictive Validity for Glr-RF and Absences/Tardiness

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A53

Predictive Validity for Glr-RF and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A54

Predictive Validity for Glr-RF and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Creativity																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Supervisor Ratings---Adaptability																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	– –	– –	– –	– –	-----	-----	– –	– –	– –	– –	– –	-----	– –	– –

Table A55

Predictive Validity for Gv and Performance Determinants

Criterion	*N*	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	71,147	21	.19	.03	**.25**	.03	.23-.27	.22-.28	**.28**	.03	.36	**.43**	.07	.37-.49	**.48**	.08
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	2,190	13	.26	.11	**.32**	.09	.25-.40	.21-.44	**.35**	.10	.27	**.33**	.09	.25-.40	**.35**	.10
Complexity: Low	1,573	4	.50	.05	**.54**	.00	.49-.59	.54-.54	**.62**	.00	.50	**.54**	.00	.49-.59	**.62**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	69,626	9	.19	.01	**.25**	.00	.24-.26	.25-.25	**.27**	.00	.33	**.39**	.00	.33-.44	**.43**	.00
Sample Type: Civilian	1,521	12	.32	.12	**.38**	.06	.30-.45	.29-.46	**.40**	.07	.32	**.38**	.06	.30-.45	**.40**	.07
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	71,147	21	.19	.03	**.25**	.03	.23-.27	.22-.28	**.28**	.03	.36	**.43**	.07	.37-.49	**.48**	.08
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	3,904	13	.35	.08	**.40**	.06	.34-.47	.32-.49	**.45**	.07	.37	**.42**	.07	.36-.49	**.47**	.07
Context: Admin.	66,629	1	.18	--	**.28**	--	.27-.29	-----	**.30**	--	.18	**.28**	--	.13-.42	**.30**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	2,190	13	.26	.11	**.32**	.09	.25-.40	.21-.44	**.35**	.10	.27	**.33**	.09	.25-.40	**.35**	.10
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	896	3	.20	.06	**.25**	.04	.16-.34	.20-.30	**.28**	.04	.20	**.25**	.04	.16-.34	**.28**	.04
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	896	3	.20	.06	**.25**	.04	.16-.34	.20-.30	**.28**	.04	.20	**.25**	.04	.16-.34	**.28**	.04
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	896	3	.20	.06	**.25**	.04	.16-.34	.20-.30	**.28**	.04	.20	**.25**	.04	.16-.34	**.28**	.04
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,294	10	.31	.12	**.37**	.08	.28-.46	.27-.47	**.39**	.08	.31	**.37**	.07	.29-.46	**.40**	.08

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,294	10	.31	.12	**.37**	.08	.28-.46	.27-.47	**.39**	.08	.31	**.37**	.07	.28-.46	**.40**	.08
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	907	5	.30	.13	**.36**	.11	.22-.49	.22-.50	**.38**	.11	.30	**.36**	.11	.23-.49	**.38**	.11
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	1,573	4	.50	.05	**.54**	.00	.49-.59	.54-.54	**.62**	.00	.50	**.54**	.00	.49-.59	**.62**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,573	4	.50	.05	**.54**	.00	.49-.59	.54-.54	**.62**	.00	.50	**.54**	.00	.49-.59	**.62**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,573	4	.50	.05	**.54**	.00	.49-.59	.54-.54	**.62**	.00	.50	**.54**	.00	.49-.59	**.62**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,573	4	.50	.05	**.54**	.00	.49-.59	.54-.54	**.62**	.00	.50	**.54**	.00	.49-.59	**.62**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	2,083	21	.18	.15	**.27**	.13	.17-.36	.10-.44	**.29**	.14	.20	**.29**	.13	.19-.39	**.31**	.14
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,796	17	.15	.10	**.24**	.00	.16-.31	.24-.24	**.25**	.00	.16	**.25**	.00	.17-.32	**.26**	.00
Complexity: Low	76	1	-.07	--	**-.10**	--	-.43-.24	-----	**-.10**	--	-.07	**-.10**	--	-.43-.24	**-.10**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	93	4	.14	.21	**.24**	.00	-.10-.55	.24-.24	**.26**	.00	.14	**.24**	.00	-.10-.55	**.26**	.00
Sample Type: Civilian	1,990	17	.18	.15	**.27**	.14	.17-.37	.09-.45	**.29**	.15	.20	**.29**	.14	.18-.39	**.31**	.15
Age: Below 40	471	1	.09	--	**.13**	--	.00-.26	-----	**.14**	--	.09	**.13**	--	-.16-.42	**.14**	--
Age: 40 and above	300	5	.22	.07	**.32**	.00	.24-.41	.32-.32	**.35**	.00	.22	**.32**	.00	.24-.41	**.35**	.00
Clerical Job: No	1,705	18	.18	.16	**.27**	.15	.16-.38	.08-.47	**.29**	.16	.20	**.30**	.15	.19-.42	**.32**	.16
Clerical Job: Yes	378	3	.17	.12	**.25**	.08	.05-.44	.14-.36	**.27**	.09	.17	**.25**	.08	.05-.44	**.27**	.09
Context: Research	1,926	17	.17	.14	**.25**	.13	.15-.34	.08-.41	**.26**	.14	.18	**.26**	.13	.16-.36	**.28**	.14
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	211	3	.50	.00	**.72**	.00	.72-.72	.72-.72	**.76**	.00	.50	**.72**	.00	.72-.72	**.76**	.00
Simple Moderator Analyses																

																	800
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	211	3	.50	.00	**.72**	.00	.72-.72	.72-.72	**.76**	.00	.50	**.72**	.00	.72-.72	**.76**	.00	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	211	3	.50	.00	**.72**	.00	.72-.72	.72-.72	**.76**	.00	.50	**.72**	.00	.72-.72	**.76**	.00	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	141	2	.50	.00	**.71**	.00	.71-.71	.71-.71	**.76**	.00	.50	**.71**	.00	.71-.71	**.76**	.00	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																	
All	1,872	18	.14	.12	**.21**	.07	.13-.29	.13-.30	**.23**	.07	.15	**.23**	.07	.14-.32	**.24**	.07	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	1,796	17	.15	.11	**.23**	.03	.15-.31	.19-.27	**.25**	.03	.16	**.24**	.01	.16-.33	**.26**	.01	
Complexity: Low	76	1	-.07	--	**-.10**	--	-.43-.24	-----	**-.10**	--	-.07	**-.10**	--	-.43-.24	**-.10**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	93	4	.14	.18	**.23**	.00	-.07-.51	.23-.23	**.25**	.00	.14	**.23**	.00	-.07-.51	**.25**	.00	
Sample Type: Civilian	1,779	14	.14	.12	**.21**	.09	.12-.30	.10-.32	**.23**	.09	.15	**.22**	.09	.13-.32	**.24**	.09	
Age: Below 40	471	1	.09	--	**.13**	--	.00-.26	-----	**.14**	--	.09	**.13**	--	-.16-.42	**.14**	--	
Age: 40 and above	300	5	.23	.14	**.34**	.00	.16-.51	.34-.34	**.36**	.00	.23	**.34**	.00	.16-.51	**.36**	.00	
Clerical Job: No	1,494	15	.13	.12	**.20**	.06	.11-.29	.12-.28	**.21**	.07	.15	**.22**	.06	.12-.32	**.23**	.07	
Clerical Job: Yes	378	3	.18	.14	**.26**	.13	.03-.49	.09-.43	**.28**	.14	.18	**.26**	.13	.03-.49	**.28**	.14	
Context: Research	1,785	15	.14	.11	**.20**	.07	.12-.29	.12-.29	**.22**	.07	.15	**.22**	.07	.13-.31	**.23**	.07	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																	
All	1,785	15	.14	.11	**.20**	.06	.12-.28	.13-.28	**.22**	.06	.15	**.22**	.05	.13-.31	**.24**	.05	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	1,709	14	.14	.11	**.22**	.05	.13-.30	.16-.28	**.23**	.05	.15	**.23**	.04	.14-.32	**.24**	.04	
Complexity: Low	76	1	-.02	--	**-.03**	--	-.36-.31	-----	**-.03**	--	-.02	**-.03**	--	-.36-.31	**-.03**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	

Sample Type: Military	93	4	.14	.18	**.23**	.00	-.07-.51	.23-.23	**.25**	.00	.14	**.23**	.00	-.07-.51	**.25**	.00
Sample Type: Civilian	1,692	11	.14	.11	**.20**	.08	.10-.30	.10-.31	**.21**	.09	.14	**.21**	.08	.11-.31	**.23**	.09
Age: Below 40	471	1	.09	--	**.13**	--	.00-.26	-----	**.14**	--	.09	**.13**	--	-.16-.42	**.14**	--
Age: 40 and above	213	2	.29	.13	**.42**	.00	.17-.67	.42-.42	**.45**	.00	.29	**.42**	.00	.17-.67	**.45**	.00
Clerical Job: No	1,407	12	.12	.12	**.19**	.09	.09-.29	.08-.30	**.20**	.09	.14	**.21**	.09	.10-.32	**.22**	.09
Clerical Job: Yes	378	3	.18	.09	**.26**	.00	.11-.40	.26-.26	**.27**	.00	.18	**.26**	.00	.11-.40	**.27**	.00
Context: Research	1,785	15	.14	.11	**.20**	.07	.12-.28	.11-.28	**.21**	.07	.15	**.21**	.06	.13-.30	**.23**	.06
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	1,308	13	.17	.15	**.25**	.13	.13-.36	.08-.42	**.26**	.14	.17	**.25**	.14	.13-.37	**.27**	.15
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,232	12	.18	.13	**.28**	.09	.17-.39	.17-.39	**.30**	.09	.18	**.28**	.09	.17-.39	**.30**	.10
Complexity: Low	76	1	-.11	--	**-.16**	--	-.49-.17	-----	**-.17**	--	-.11	**-.16**	--	-.49-.17	**-.17**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,308	13	.17	.15	**.25**	.13	.13-.36	.08-.42	**.26**	.14	.17	**.25**	.13	.13-.37	**.26**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	300	5	.21	.13	**.31**	.00	.14-.48	.31-.31	**.33**	.00	.21	**.31**	.00	.14-.48	**.33**	.00
Clerical Job: No	930	10	.16	.15	**.24**	.13	.10-.37	.07-.41	**.26**	.14	.16	**.24**	.14	.10-.38	**.26**	.15
Clerical Job: Yes	378	3	.18	.17	**.26**	.19	-.02-.54	.02-.51	**.28**	.21	.18	**.26**	.19	-.02-.54	**.28**	.21
Context: Research	1,221	10	.16	.14	**.24**	.14	.11-.36	.06-.42	**.25**	.15	.16	**.24**	.14	.11-.37	**.25**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	1,023	12	.17	.09	**.25**	.00	.18-.32	.25-.25	**.27**	.00	.17	**.25**	.00	.17-.32	**.26**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,023	12	.17	.09	**.26**	.00	.18-.33	.26-.26	**.28**	.00	.17	**.26**	.00	.18-.33	**.28**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	93	4	.15	.22	**.24**	.08	-.12-.58	.14-.34	**.27**	.09	.15	**.24**	.08	-.12-.58	**.27**	.09
Sample Type: Civilian	930	8	.17	.07	**.25**	.00	.19-.32	.25-.25	**.27**	.00	.17	**.25**	.00	.18-.32	**.27**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	87	3	.22	.14	**.32**	.00	.10-.54	.32-.32	**.35**	.00	.22	**.32**	.00	.10-.54	**.35**	.00

Clerical Job: No	645	9	.18	.10	**.27**	.00	.17-.37	.27-.27	**.29**	.00	.17	**.26**	.00	.15-.36	**.28**	.00
Clerical Job: Yes	378	3	.15	.06	**.23**	.00	.13-.32	.23-.23	**.24**	.00	.15	**.23**	.00	.13-.32	**.24**	.00
Context: Research	936	9	.16	.08	**.24**	.00	.16-.32	.24-.24	**.26**	.00	.16	**.24**	.00	.16-.32	**.25**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	180	7	.14	.22	**.22**	.12	-.04-.46	.07-.36	**.24**	.12	.14	**.22**	.12	-.04-.46	**.24**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	180	7	.14	.22	**.22**	.12	-.04-.46	.07-.37	**.24**	.13	.14	**.22**	.12	-.04-.46	**.24**	.13
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	93	4	.06	.28	**.10**	.28	-.34-.53	-.26-.47	**.11**	.31	.06	**.10**	.28	-.34-.53	**.11**	.31
Sample Type: Civilian	87	3	.22	.14	**.32**	.00	.10-.54	.32-.32	**.35**	.00	.22	**.32**	.00	.10-.54	**.35**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	87	3	.22	.14	**.32**	.00	.10-.54	.32-.32	**.35**	.00	.22	**.32**	.00	.10-.54	**.35**	.00
Clerical Job: No	180	7	.14	.22	**.22**	.12	-.04-.46	.07-.37	**.24**	.12	.14	**.22**	.12	-.04-.46	**.24**	.12
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	93	4	.06	.28	**.10**	.28	-.34-.53	-.26-.47	**.11**	.31	.06	**.10**	.28	-.34-.53	**.11**	.31
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	471	7	.17	.09	**.26**	.00	.16-.35	.26-.26	**.27**	.00	.17	**.26**	.00	.16-.35	**.27**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	471	7	.17	.09	**.26**	.00	.16-.36	.26-.26	**.28**	.00	.17	**.26**	.00	.16-.36	**.28**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	93	4	.23	.17	**.37**	.00	.10-.62	.37-.37	**.41**	.00	.23	**.37**	.00	.10-.62	**.41**	.00
Sample Type: Civilian	378	3	.15	.06	**.23**	.00	.14-.32	.23-.23	**.24**	.00	.15	**.23**	.00	.14-.32	**.24**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	93	4	.23	.17	**.38**	.00	.10-.62	.38-.38	**.41**	.00	.23	**.38**	.00	.10-.62	**.41**	.00
Clerical Job: Yes	378	3	.15	.06	**.23**	.00	.13-.32	.23-.23	**.24**	.00	.15	**.23**	.00	.13-.32	**.24**	.00
Context: Research	471	7	.17	.09	**.25**	.00	.15-.35	.25-.25	**.27**	.00	.17	**.25**	.00	.15-.35	**.27**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	465	2	.18	.08	**.26**	.00	.10-.41	.26-.26	**.28**	.00	.17	**.25**	.00	.09-.41	**.26**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	465	2	.18	.08	**.27**	.00	.11-.42	.27-.27	**.29**	.00	.18	**.27**	.00	.10-.42	**.28**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	465	2	.18	.08	**.26**	.00	.10-.41	.26-.26	**.28**	.00	.17	**.26**	.00	.10-.41	**.27**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.18	.08	**.26**	.00	.10-.41	.26-.26	**.28**	.00	.17	**.25**	.00	.08-.41	**.26**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	465	2	.18	.08	**.26**	.00	.10-.41	.26-.26	**.27**	.00	.17	**.25**	.00	.09-.40	**.26**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	193	3	.28	.12	**.42**	.00	.22-.60	.42-.42	**.44**	.00	.28	**.42**	.00	.22-.60	**.44**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	193	3	.28	.12	**.43**	.00	.23-.62	.43-.43	**.46**	.00	.28	**.43**	.00	.23-.62	**.46**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	193	3	.28	.12	**.42**	.00	.22-.60	.42-.42	**.44**	.00	.28	**.42**	.00	.22-.60	**.44**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	104	1	.20	--	**.30**	--	.02-.56	-----	**.32**	--	.20	**.30**	--	.02-.56	**.32**	--
Clerical Job: No	193	3	.28	.12	**.42**	.00	.22-.60	.42-.42	**.44**	.00	.28	**.42**	.00	.22-.60	**.44**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	193	3	.28	.12	**.41**	.00	.22-.60	.41-.41	**.44**	.00	.28	**.41**	.00	.22-.60	**.44**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	193	3	.28	.12	**.42**	.00	.22-.60	.42-.42	**.44**	.00	.28	**.42**	.00	.22-.60	**.44**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	193	3	.28	.12	**.43**	.00	.23-.62	.43-.43	**.46**	.00	.28	**.43**	.00	.23-.62	**.46**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	193	3	.28	.12	**.42**	.00	.22-.60	.42-.42	**.44**	.00	.28	**.42**	.00	.22-.60	**.44**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	104	1	.20	--	**.30**	--	.02-.56	-----	**.32**	--	.20	**.30**	--	.02-.56	**.32**	--
Clerical Job: No	193	3	.28	.12	**.42**	.00	.22-.60	.42-.42	**.44**	.00	.28	**.42**	.00	.22-.60	**.44**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	193	3	.28	.12	**.41**	.00	.22-.60	.41-.41	**.44**	.00	.28	**.41**	.00	.22-.60	**.44**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Table A56

Predictive Validity for Gv and Task Performance

Criterion	N	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	4,135	24	.38	.06	**.49**	.00	.45-.52	.49-.49	**.55**	.00	.38	**.49**	.00	.45-.52	**.55**	.00
Simple Moderator Analyses																
Complexity: High	235	6	.18	.15	**.28**	.00	.09-.46	.28-.28	**.30**	.00	.18	**.28**	.00	.09-.46	**.30**	.00
Complexity: Medium	2,030	9	.38	.05	**.48**	.00	.44-.53	.48-.48	**.54**	.00	.38	**.48**	.00	.44-.53	**.54**	.00
Complexity: Low	1,772	7	.43	.05	**.54**	.00	.49-.59	.54-.54	**.62**	.00	.43	**.54**	.00	.49-.59	**.62**	.00
Sample Type: USES	114	2	.13	.02	**.19**	.00	.14-.24	.19-.19	**.21**	.00	.13	**.19**	.00	.14-.24	**.21**	.00
Sample Type: Military	2,765	7	.46	.02	**.57**	.00	.54-.59	.57-.57	**.65**	.00	.46	**.57**	.00	.54-.59	**.65**	.00
Sample Type: Civilian	1,256	15	.25	.10	**.34**	.00	.27-.41	.34-.34	**.36**	.00	.25	**.34**	.00	.27-.41	**.36**	.00
Age: Below 40	212	4	.13	.05	**.18**	.00	.11-.25	.18-.18	**.20**	.00	.13	**.18**	.00	.11-.25	**.20**	.00
Age: 40 and above	24	2	.20	.55	**.27**	.60	-.73-1.00	-.51-1.00	**.28**	.64	.20	**.27**	.60	-.73-1.00	**.28**	.64
Clerical Job: No	3,677	20	.41	.06	**.52**	.00	.48-.55	.52-.52	**.58**	.00	.41	**.52**	.00	.48-.55	**.58**	.00
Clerical Job: Yes	458	4	.20	.05	**.26**	.00	.19-.33	.26-.26	**.28**	.00	.20	**.26**	.00	.19-.33	**.28**	.00
Context: Research	3,832	20	.40	.06	**.50**	.00	.47-.54	.50-.50	**.56**	.00	.40	**.50**	.00	.47-.54	**.56**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	235	6	.18	.15	**.28**	.00	.09-.46	.28-.28	**.30**	.00	.18	**.28**	.00	.09-.46	**.30**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	235	6	.18	.15	**.28**	.00	.09-.46	.28-.28	**.30**	.00	.18	**.28**	.00	.09-.46	**.30**	.00
Age: Below 40	18	1	.26	--	**.40**	--	-.33-.93	-----	**.43**	--	.26	**.40**	--	-.33-.93	**.43**	--
Age: 40 and above	24	2	.20	.55	**.31**	.70	-.79-1.00	-.58-1.00	**.34**	.74	.20	**.31**	.70	-.79-1.00	**.34**	.74
Clerical Job: No	235	6	.18	.15	**.28**	.00	.09-.46	.28-.28	**.30**	.00	.18	**.28**	.00	.09-.46	**.30**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	53	4	.17	.32	**.28**	.21	-.23-.71	.01-.55	**.30**	.22	.17	**.28**	.21	-.23-.71	**.30**	.22
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,030	9	.38	.05	**.48**	.00	.44-.53	.48-.48	**.54**	.00	.38	**.48**	.00	.44-.53	**.54**	.00

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,141	2	.45	.01	**.56**	.00	.54-.58	.56-.56	**.63**	.00	.45	**.56**	.00	.54-.58	**.63**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,141	2	.45	.01	**.56**	.00	.54-.58	.56-.56	**.63**	.00	.45	**.56**	.00	.54-.58	**.63**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.45	.01	**.56**	.00	.54-.58	.56-.56	**.63**	.00	.45	**.56**	.00	.54-.58	**.63**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	889	7	.28	.07	**.39**	.00	.31-.46	.39-.39	**.41**	.00	.28	**.39**	.00	.31-.46	**.41**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	511	4	.33	.07	**.45**	.00	.36-.53	.45-.45	**.47**	.00	.33	**.45**	.00	.36-.53	**.47**	.00
Clerical Job: Yes	378	3	.22	.01	**.30**	.00	.28-.32	.30-.30	**.32**	.00	.22	**.30**	.00	.28-.32	**.32**	.00
Context: Research	820	6	.28	.08	**.39**	.00	.31-.47	.39-.39	**.42**	.00	.28	**.39**	.00	.31-.47	**.42**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	1,772	7	.43	.05	**.54**	.00	.49-.59	.54-.54	**.62**	.00	.43	**.54**	.00	.49-.59	**.62**	.00
Sample Type: USES	57	1	.11	--	**.17**	--	-.25-.56	-----	**.19**	--	.11	**.17**	--	-.25-.56	**.19**	--
Age: Below 40	57	1	.11	--	**.17**	--	-.25-.56	-----	**.19**	--	.11	**.17**	--	-.25-.56	**.19**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	57	1	.11	--	**.17**	--	-.25-.56	-----	**.19**	--	.11	**.17**	--	-.25-.56	**.19**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	57	1	.11	--	**.17**	--	-.25-.56	-----	**.19**	--	.11	**.17**	--	-.25-.56	**.19**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,583	4	.46	.02	**.58**	.00	.55-.60	.58-.58	**.66**	.00	.46	**.58**	.00	.55-.60	**.66**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,583	4	.46	.02	**.58**	.00	.55-.60	.58-.58	**.66**	.00	.46	**.58**	.00	.55-.60	**.66**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,583	4	.46	.02	**.58**	.00	.55-.60	.58-.58	**.66**	.00	.46	**.58**	.00	.55-.60	**.66**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	132	2	.19	.15	**.25**	.12	-.03-.53	.10-.40	**.27**	.12	.19	**.25**	.12	-.03-.53	**.27**	.12
Age: Below 40	80	1	.10	--	**.14**	--	-.16-.43	-----	**.15**	--	.10	**.14**	--	-.16-.43	**.15**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	52	1	.32	--	**.43**	--	.10-.74	-----	**.46**	--	.32	**.43**	--	.10-.74	**.46**	--

Clerical Job: Yes	80	1	.10	--	**.14**	--	-.16-.43	-----	**.15**	--	.10	**.14**	--	-.16-.43	**.15**	--
Context: Research	80	1	.10	--	**.14**	--	-.16-.43	-----	**.15**	--	.10	**.14**	--	-.16-.43	**.15**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	1,987	36	.08	.15	**.12**	.09	.04-.19	.00-.24	**.13**	.10	.08	**.12**	.09	.04-.19	**.13**	.10
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	341	5	.09	.17	**.13**	.16	-.08-.33	-.07-.33	**.14**	.17	.09	**.13**	.16	-.08-.33	**.14**	.17
Complexity: Low	1,502	30	.08	.16	**.12**	.10	.04-.21	-.01-.26	**.14**	.11	.08	**.12**	.10	.04-.21	**.14**	.11
Sample Type: USES	1,689	33	.07	.16	**.10**	.10	.02-.18	-.02-.23	**.11**	.11	.07	**.10**	.10	.02-.18	**.11**	.11
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	298	3	.15	.12	**.19**	.06	.02-.35	.11-.27	**.20**	.07	.15	**.19**	.06	.02-.35	**.20**	.07
Age: Below 40	1,489	29	.07	.16	**.11**	.11	.02-.19	-.04-.25	**.12**	.12	.07	**.11**	.11	.02-.19	**.12**	.12
Age: 40 and above	200	4	.05	.14	**.07**	.00	-.13-.27	.07-.07	**.08**	.00	.05	**.07**	.00	-.13-.27	**.08**	.00
Clerical Job: No	1,826	33	.09	.15	**.12**	.08	.05-.20	.03-.22	**.14**	.08	.09	**.12**	.08	.05-.20	**.14**	.08
Clerical Job: Yes	161	3	.02	.23	**.03**	.27	-.35-.40	-.32-.38	**.03**	.30	.02	**.03**	.27	-.35-.40	**.03**	.30
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,833	34	.07	.15	**.11**	.10	.03-.19	-.01-.23	**.12**	.10	.07	**.11**	.10	.03-.19	**.12**	.10
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	341	5	.09	.17	**.13**	.16	-.08-.33	-.07-.33	**.14**	.17	.09	**.13**	.16	-.08-.33	**.14**	.17
Sample Type: USES	214	4	.02	.17	**.03**	.13	-.21-.26	-.14-.19	**.03**	.14	.02	**.03**	.13	-.21-.26	**.03**	.14
Age: Below 40	214	4	.02	.17	**.03**	.13	-.21-.26	-.14-.19	**.03**	.14	.02	**.03**	.13	-.21-.26	**.03**	.14
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	104	2	.13	.01	**.18**	.00	.16-.21	.18-.18	**.20**	.00	.13	**.18**	.00	.16-.21	**.20**	.00
Clerical Job: Yes	110	2	-.09	.19	**-.12**	.18	-.48-.24	-.36-.11	**-.14**	.20	-.09	**-.12**	.18	-.48-.24	**-.14**	.20
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	214	4	.02	.17	**.03**	.13	-.21-.26	-.14-.19	**.03**	.14	.02	**.03**	.13	-.21-.26	**.03**	.14
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	127	1	.22	--	**.29**	--	.07-.51	-----	**.31**	--	.22	**.29**	--	.07-.51	**.31**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	127	1	.22	--	**.29**	--	.07-.51	-----	**.31**	--	.22	**.29**	--	.07-.51	**.31**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	1,502	30	.08	.16	**.12**	.10	.04-.21	-.01-.26	**.14**	.11	.08	**.12**	.10	.04-.21	**.14**	.11
Sample Type: USES	1,475	29	.08	.16	**.12**	.10	.03-.21	-.01-.25	**.13**	.11	.08	**.12**	.10	.03-.21	**.13**	.11
Age: Below 40	1,275	25	.08	.16	**.12**	.12	.03-.22	-.03-.28	**.14**	.13	.08	**.13**	.12	.03-.23	**.14**	.13
Age: 40 and above	200	4	.05	.14	**.08**	.00	-.14-.29	.08-.08	**.08**	.00	.05	**.08**	.00	-.14-.29	**.08**	.00
Clerical Job: No	1,424	28	.07	.16	**.11**	.10	.02-.20	-.02-.24	**.12**	.11	.07	**.11**	.10	.02-.20	**.12**	.11
Clerical Job: Yes	51	1	.25	--	**.37**	--	-.02-.71	-----	**.41**	--	.25	**.37**	--	-.02-.71	**.41**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,475	29	.08	.16	**.12**	.10	.03-.21	-.01-.25	**.13**	.11	.08	**.12**	.10	.03-.21	**.13**	.11
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	27	1	.30	--	**.38**	--	-.08-.80	-----	**.40**	--	.30	**.38**	--	-.08-.80	**.40**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	27	1	.30	--	**.38**	--	-.08-.80	-----	**.40**	--	.30	**.38**	--	-.08-.80	**.40**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	29,251	336	.16	.13	**.26**	.10	.24-.29	.14-.39	**.29**	.11	.16	**.27**	.10	.25-.29	**.29**	.11
Simple Moderator Analyses																
Complexity: High	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08	.20	**.33**	.07	.26-.40	**.36**	.08
Complexity: Medium	15,655	148	.15	.12	**.24**	.09	.21-.27	.12-.36	**.26**	.10	.15	**.24**	.09	.21-.28	**.27**	.10
Complexity: Low	9,616	141	.17	.15	**.29**	.12	.25-.33	.14-.45	**.32**	.13	.17	**.30**	.13	.25-.34	**.32**	.15
Sample Type: USES	24,352	296	.17	.13	**.29**	.09	.27-.31	.17-.41	**.32**	.10	.18	**.30**	.09	.27-.32	**.33**	.10
Sample Type: Military	613	5	.10	.06	**.17**	.00	.08-.25	.17-.17	**.18**	.00	.10	**.17**	.00	.08-.25	**.18**	.00
Sample Type: Civilian	4,286	35	.10	.12	**.14**	.10	.08-.20	.01-.27	**.15**	.11	.10	**.14**	.10	.08-.20	**.15**	.11
Age: Below 40	23,846	275	.16	.14	**.26**	.11	.24-.29	.12-.41	**.29**	.12	.17	**.28**	.11	.25-.30	**.30**	.12
Age: 40 and above	3,222	43	.19	.12	**.31**	.00	.25-.37	.31-.31	**.34**	.00	.19	**.31**	.00	.25-.37	**.34**	.00
Clerical Job: No	23,818	293	.17	.13	**.29**	.09	.26-.31	.17-.40	**.31**	.10	.18	**.29**	.09	.27-.32	**.32**	.10
Clerical Job: Yes	5,433	43	.11	.11	**.17**	.09	.12-.22	.06-.28	**.19**	.10	.11	**.17**	.09	.11-.22	**.18**	.10

Context: Research	26,208	301	.16	.13	**.26**	.10	.23-.28	.13-.39	**.28**	.11	.16	**.26**	.10	.24-.29	**.29**	.11
Context: Admin.	153	2	.11	.26	**.20**	.39	-.42-.73	-.31-.70	**.21**	.43	.11	**.20**	.39	-.42-.73	**.21**	.43
Hierarchical Moderator Analysis																
Complexity: High	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08	.20	**.33**	.07	.26-.40	**.36**	.08
Sample Type: USES	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08	.20	**.34**	.06	.27-.41	**.37**	.07
Age: Below 40	2,060	30	.21	.13	**.35**	.00	.28-.42	.35-.35	**.39**	.00	.21	**.35**	.00	.28-.43	**.39**	.00
Age: 40 and above	784	10	.16	.17	**.27**	.20	.09-.44	.02-.52	**.29**	.21	.17	**.29**	.20	.10-.47	**.32**	.22
Clerical Job: No	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08	.20	**.34**	.06	.27-.41	**.37**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.20	.13	**.33**	.02	.26-.40	.31-.35	**.36**	.02	.20	**.34**	.00	.26-.41	**.37**	.00
Context: Admin.	106	1	-.01	--	**-.02**	--	-.34-.30	-----	**-.02**	--	-.01	**-.02**	--	-.34-.30	**-.02**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	15,655	148	.15	.12	**.24**	.09	.21-.27	.12-.36	**.26**	.10	.15	**.24**	.09	.21-.28	**.27**	.10
Sample Type: USES	12,092	118	.17	.12	**.27**	.09	.23-.30	.16-.38	**.29**	.09	.17	**.27**	.08	.23-.31	**.30**	.09
Age: Below 40	10,742	103	.16	.13	**.26**	.10	.22-.29	.13-.39	**.28**	.11	.16	**.26**	.10	.21-.30	**.28**	.11
Age: 40 and above	1,350	15	.23	.07	**.36**	.00	.30-.42	.36-.36	**.40**	.00	.23	**.37**	.00	.31-.43	**.41**	.00
Clerical Job: No	9,158	95	.18	.12	**.29**	.08	.25-.33	.19-.39	**.32**	.09	.18	**.29**	.06	.25-.34	**.32**	.07
Clerical Job: Yes	2,934	23	.13	.11	**.21**	.08	.13-.28	.10-.31	**.23**	.09	.13	**.21**	.09	.13-.28	**.23**	.10
Context: Research	11,437	108	.17	.12	**.27**	.08	.23-.31	.16-.38	**.30**	.09	.17	**.27**	.08	.23-.32	**.30**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	93	4	.15	.14	**.24**	.00	.03-.45	.24-.24	**.27**	.00	.15	**.24**	.00	.03-.45	**.27**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	93	4	.15	.14	**.24**	.00	.03-.45	.24-.24	**.27**	.00	.15	**.24**	.00	.03-.45	**.27**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	93	4	.15	.14	**.24**	.00	.03-.45	.24-.24	**.27**	.00	.15	**.24**	.00	.03-.45	**.27**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,470	26	.10	.11	**.15**	.08	.08-.21	.04-.25	**.16**	.09	.10	**.15**	.08	.08-.22	**.16**	.09
Age: Below 40	2,108	12	.04	.07	**.06**	.00	.00-.12	.06-.06	**.06**	.00	.04	**.06**	.00	-.01-.12	**.06**	.00
Age: 40 and above	300	5	.24	.07	**.37**	.00	.28-.45	.37-.37	**.39**	.00	.24	**.37**	.00	.28-.45	**.39**	.00
Clerical Job: No	1,990	16	.12	.11	**.18**	.06	.10-.26	.10-.25	**.19**	.06	.12	**.18**	.06	.10-.27	**.20**	.06
Clerical Job: Yes	1,480	10	.07	.11	**.10**	.10	.00-.21	-.02-.23	**.11**	.11	.08	**.12**	.09	.01-.23	**.13**	.10

																	810
Context: Research	3,336	22	.09	.10	**.13**	.08	.07-.20	.04-.23	**.14**	.08		.09	**.14**	.08	.07-.20	**.15**	.08
Context: Admin.	47	1	.38	--	**.57**	--	.20-.89	-----	**.60**	--		.38	**.57**	--	.20-.89	**.60**	--
Complexity: Low	9,616	141	.17	.15	**.29**	.12	.25-.33	.14-.45	**.32**	.13		.17	**.30**	.13	.25-.34	**.32**	.15
Sample Type: USES	9,206	134	.17	.14	**.30**	.10	.26-.34	.17-.44	**.33**	.11		.18	**.31**	.11	.26-.35	**.34**	.12
Age: Below 40	8,478	122	.18	.15	**.31**	.11	.27-.36	.18-.45	**.34**	.12		.18	**.32**	.12	.27-.36	**.35**	.13
Age: 40 and above	728	12	.12	.13	**.21**	.00	.08-.33	.21-.21	**.23**	.00		.12	**.21**	.00	.08-.33	**.23**	.00
Clerical Job: No	8,426	128	.18	.15	**.31**	.11	.27-.35	.17-.45	**.34**	.12		.18	**.31**	.12	.27-.36	**.35**	.13
Clerical Job: Yes	780	6	.13	.07	**.22**	.00	.12-.32	.22-.22	**.25**	.00		.12	**.22**	.00	.11-.32	**.24**	.00
Context: Research	8,200	124	.17	.15	**.30**	.11	.25-.34	.15-.44	**.33**	.13		.17	**.30**	.12	.25-.34	**.33**	.13
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	410	7	.05	.23	**.08**	.27	-.17-.32	-.27-.43	**.08**	.29		.05	**.08**	.27	-.17-.32	**.08**	.29
Age: Below 40	308	5	.05	.18	**.08**	.19	-.16-.32	-.16-.32	**.09**	.20		.05	**.08**	.19	-.16-.32	**.09**	.20
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	171	3	.09	.30	**.13**	.40	-.38-.62	-.39-.64	**.14**	.43		.09	**.13**	.40	-.38-.62	**.14**	.43
Clerical Job: Yes	239	4	.03	.20	**.04**	.23	-.25-.33	-.25-.33	**.04**	.24		.03	**.04**	.23	-.25-.33	**.04**	.24
Context: Research	384	6	.02	.18	**.02**	.19	-.19-.24	-.22-.27	**.03**	.20		.02	**.02**	.19	-.19-.24	**.03**	.20
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																	
All	29,251	336	.16	.13	**.26**	.10	.24-.29	.14-.39	**.29**	.11		.16	**.27**	.10	.25-.29	**.29**	.11
Simple Moderator Analyses																	
Complexity: High	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08		.20	**.33**	.07	.26-.40	**.36**	.08
Complexity: Medium	15,655	148	.15	.12	**.24**	.09	.21-.27	.13-.35	**.26**	.10		.15	**.24**	.09	.21-.28	**.27**	.10
Complexity: Low	9,616	141	.17	.15	**.29**	.12	.25-.33	.14-.45	**.32**	.13		.17	**.30**	.13	.25-.34	**.32**	.15
Sample Type: USES	24,352	296	.17	.13	**.29**	.09	.27-.31	.17-.41	**.32**	.10		.18	**.30**	.09	.27-.32	**.33**	.10
Sample Type: Military	613	5	.10	.06	**.17**	.00	.08-.25	.17-.17	**.18**	.00		.10	**.17**	.00	.08-.25	**.18**	.00
Sample Type: Civilian	4,286	35	.10	.12	**.14**	.10	.08-.20	.02-.27	**.15**	.10		.10	**.14**	.10	.08-.20	**.15**	.11
Age: Below 40	23,846	275	.16	.14	**.26**	.11	.24-.29	.12-.41	**.29**	.12		.17	**.28**	.11	.25-.30	**.30**	.12
Age: 40 and above	3,222	43	.19	.12	**.31**	.00	.25-.37	.31-.31	**.34**	.00		.19	**.31**	.00	.25-.37	**.34**	.00
Clerical Job: No	23,818	293	.17	.13	**.29**	.09	.26-.31	.17-.40	**.31**	.10		.18	**.29**	.09	.27-.32	**.32**	.10
Clerical Job: Yes	5,433	43	.11	.11	**.17**	.08	.12-.22	.06-.28	**.18**	.09		.10	**.17**	.08	.11-.22	**.18**	.09
Context: Research	26,208	301	.16	.13	**.26**	.10	.23-.28	.13-.39	**.28**	.11		.16	**.26**	.10	.24-.29	**.29**	.11

Context: Admin.	153	2	.11	.26	**.20**	.39	-.42-.73	-.31-.70	**.21**	.43	.11	**.20**	.39	-.42-.73	**.21**	.43
Hierarchical Moderator Analysis																
Complexity: High	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08	.20	**.33**	.07	.26-.40	**.36**	.08
Sample Type: USES	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08	.20	**.34**	.06	.27-.41	**.37**	.07
Age: Below 40	2,060	30	.21	.13	**.35**	.00	.28-.42	.35-.35	**.39**	.00	.21	**.35**	.00	.28-.43	**.39**	.00
Age: 40 and above	784	10	.16	.17	**.27**	.20	.09-.44	.02-.52	**.29**	.21	.17	**.29**	.20	.10-.47	**.32**	.22
Clerical Job: No	2,844	40	.20	.14	**.33**	.07	.26-.40	.24-.42	**.36**	.08	.20	**.34**	.06	.27-.41	**.37**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.20	.13	**.33**	.02	.26-.40	.31-.35	**.36**	.02	.20	**.34**	.00	.26-.41	**.37**	.00
Context: Admin.	106	1	-.01	--	**-.02**	--	-.34-.30	-----	**-.02**	--	-.01	**-.02**	--	-.34-.30	**-.02**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	15,655	148	.15	.12	**.24**	.09	.21-.27	.13-.35	**.26**	.10	.15	**.24**	.09	.21-.28	**.27**	.10
Sample Type: USES	12,092	118	.17	.12	**.27**	.09	.23-.30	.16-.38	**.29**	.09	.17	**.27**	.08	.23-.31	**.30**	.09
Age: Below 40	10,742	103	.16	.13	**.26**	.10	.22-.29	.13-.39	**.28**	.11	.16	**.26**	.10	.21-.30	**.28**	.11
Age: 40 and above	1,350	15	.23	.07	**.36**	.00	.30-.42	.36-.36	**.40**	.00	.23	**.37**	.00	.31-.43	**.41**	.00
Clerical Job: No	9,158	95	.18	.12	**.29**	.08	.25-.33	.19-.39	**.32**	.09	.18	**.29**	.06	.25-.34	**.32**	.07
Clerical Job: Yes	2,934	23	.13	.11	**.21**	.08	.13-.28	.10-.31	**.23**	.09	.13	**.21**	.09	.13-.28	**.23**	.10
Context: Research	11,437	108	.17	.12	**.27**	.08	.23-.31	.16-.38	**.30**	.09	.17	**.27**	.08	.23-.32	**.30**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	93	4	.15	.14	**.24**	.00	.03-.45	.24-.24	**.27**	.00	.15	**.24**	.00	.03-.45	**.27**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	93	4	.15	.14	**.24**	.00	.03-.45	.24-.24	**.27**	.00	.15	**.24**	.00	.03-.45	**.27**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	93	4	.15	.14	**.24**	.00	.03-.45	.24-.24	**.27**	.00	.15	**.24**	.00	.03-.45	**.27**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,470	26	.10	.11	**.15**	.07	.08-.21	.05-.24	**.15**	.08	.10	**.15**	.08	.08-.21	**.16**	.08
Age: Below 40	2,108	12	.04	.07	**.06**	.00	.00-.12	.06-.06	**.06**	.00	.04	**.06**	.00	-.01-.12	**.06**	.00
Age: 40 and above	300	5	.24	.07	**.37**	.00	.28-.45	.37-.37	**.39**	.00	.24	**.37**	.00	.28-.45	**.39**	.00
Clerical Job: No	1,990	16	.12	.11	**.18**	.05	.10-.26	.11-.25	**.19**	.06	.12	**.19**	.05	.11-.27	**.20**	.06
Clerical Job: Yes	1,480	10	.06	.10	**.10**	.08	.00-.19	-.01-.20	**.10**	.08	.07	**.11**	.07	.01-.21	**.12**	.07
Context: Research	3,336	22	.09	.10	**.13**	.07	.07-.20	.05-.22	**.14**	.07	.09	**.14**	.07	.07-.20	**.14**	.07

Context: Admin.	47	1	.38	--	**.57**	--	.20-.89	-----	**.60**	--	.38	**.57**	--	.20-.89	**.60**	--
Complexity: Low	9,616	141	.17	.15	**.29**	.12	.25-.33	.14-.45	**.32**	.13	.17	**.30**	.13	.25-.34	**.32**	.15
Sample Type: USES	9,206	134	.17	.14	**.30**	.10	.26-.34	.17-.44	**.33**	.11	.18	**.31**	.11	.26-.35	**.34**	.12
Age: Below 40	8,478	122	.18	.15	**.31**	.11	.27-.36	.18-.45	**.34**	.12	.18	**.32**	.12	.27-.36	**.35**	.13
Age: 40 and above	728	12	.12	.13	**.21**	.00	.08-.33	.21-.21	**.23**	.00	.12	**.21**	.00	.08-.33	**.23**	.00
Clerical Job: No	8,426	128	.18	.15	**.31**	.11	.27-.35	.17-.45	**.34**	.12	.18	**.31**	.12	.27-.36	**.35**	.13
Clerical Job: Yes	780	6	.13	.07	**.22**	.00	.12-.32	.22-.22	**.25**	.00	.12	**.22**	.00	.11-.32	**.24**	.00
Context: Research	8,200	124	.17	.15	**.30**	.11	.25-.34	.15-.44	**.33**	.13	.17	**.30**	.12	.25-.34	**.33**	.13
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	410	7	.05	.23	**.08**	.27	-.17-.32	-.27-.43	**.08**	.29	.05	**.08**	.27	-.17-.32	**.08**	.29
Age: Below 40	308	5	.05	.18	**.08**	.19	-.16-.32	-.16-.32	**.09**	.20	.05	**.08**	.19	-.16-.32	**.09**	.20
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	171	3	.09	.30	**.13**	.40	-.38-.62	-.39-.64	**.14**	.43	.09	**.13**	.40	-.38-.62	**.14**	.43
Clerical Job: Yes	239	4	.03	.20	**.04**	.23	-.25-.33	-.25-.33	**.04**	.24	.03	**.04**	.23	-.25-.33	**.04**	.24
Context: Research	384	6	.02	.18	**.02**	.19	-.19-.24	-.22-.27	**.03**	.20	.02	**.02**	.19	-.19-.24	**.03**	.20
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	630	5	.11	.10	**.17**	.03	.04-.30	.14-.20	**.18**	.03	.11	**.17**	.04	.03-.31	**.18**	.04
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	554	4	.13	.09	**.20**	.00	.06-.34	.20-.20	**.21**	.00	.13	**.20**	.00	.06-.34	**.21**	.00
Complexity: Low	76	1	-.01	--	**-.01**	--	-.35-.32	-----	**-.02**	--	-.01	**-.01**	--	-.35-.32	**-.02**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	630	5	.11	.10	**.17**	.03	.04-.30	.14-.20	**.18**	.03	.11	**.17**	.03	.04-.30	**.18**	.03
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	630	5	.11	.10	**.17**	.03	.04-.30	.14-.20	**.18**	.03	.11	**.17**	.04	.03-.31	**.18**	.04
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	630	5	.11	.10	**.17**	.04	.04-.29	.12-.21	**.18**	.04	.11	**.17**	.04	.03-.30	**.18**	.04
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	76	1	-.27	--	**-.40**	--	-.69--.09	-----	**-.42**	--	-.27	**-.40**	--	-.69--.09	**-.42**	--

Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.27	--	**-.40**	--	-.69--.09	-----	**-.42**	--		-.27	**-.40**	--	-.69--.09	**-.42**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	-.27	--	**-.40**	--	-.69--.09	-----	**-.42**	--		-.27	**-.40**	--	-.69--.09	**-.42**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	-.27	--	**-.40**	--	-.69--.09	-----	**-.42**	--		-.27	**-.40**	--	-.69--.09	**-.42**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	76	1	-.27	--	**-.39**	--	-.68--.09	-----	**-.42**	--		-.27	**-.39**	--	-.68--.09	**-.42**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																	
All	591	5	.21	.05	**.31**	.00	.25-.38	.31-.31	**.33**	.00		.21	**.31**	.00	.25-.38	**.33**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	591	5	.21	.05	**.32**	.00	.25-.39	.32-.32	**.34**	.00		.21	**.32**	.00	.25-.39	**.34**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	591	5	.21	.05	**.31**	.00	.25-.38	.31-.31	**.33**	.00		.21	**.31**	.00	.25-.38	**.33**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	213	2	.25	.00	**.37**	.00	.37-.37	.37-.37	**.39**	.00		.25	**.37**	.00	.37-.37	**.39**	.00
Clerical Job: No	213	2	.25	.00	**.37**	.00	.37-.37	.37-.37	**.39**	.00		.25	**.37**	.00	.37-.37	**.39**	.00
Clerical Job: Yes	378	3	.19	.05	**.28**	.00	.19-.36	.28-.28	**.29**	.00		.19	**.28**	.00	.19-.36	**.29**	.00
Context: Research	591	5	.21	.05	**.31**	.00	.24-.37	.31-.31	**.33**	.00		.21	**.31**	.00	.24-.37	**.33**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																	
All	843	5	.14	.10	**.21**	.06	.08-.34	.13-.29	**.22**	.06		.15	**.22**	.05	.09-.35	**.24**	.05
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Complexity: Medium	843	5	.14	.10	**.22**	.06	.08-.35	.14-.30	**.23**	.06	.14	**.22**	.06	.08-.35	**.23**	.06
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	843	5	.14	.10	**.21**	.06	.08-.34	.13-.29	**.22**	.06	.15	**.21**	.06	.08-.34	**.23**	.06
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.07	.00	**.10**	.00	.10-.10	.10-.10	**.11**	.00	.07	**.10**	.00	.10-.10	**.11**	.00
Clerical Job: Yes	378	3	.23	.08	**.34**	.00	.21-.46	.34-.34	**.36**	.00	.23	**.34**	.00	.21-.46	**.36**	.00
Context: Research	843	5	.14	.10	**.21**	.07	.08-.33	.12-.29	**.22**	.07	.15	**.21**	.06	.08-.34	**.23**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	843	5	.14	.10	**.21**	.06	.08-.34	.13-.29	**.22**	.06	.15	**.22**	.05	.09-.35	**.24**	.05
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	843	5	.14	.10	**.22**	.06	.08-.35	.14-.30	**.23**	.06	.14	**.22**	.06	.08-.35	**.23**	.06
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	843	5	.14	.10	**.21**	.06	.08-.34	.13-.29	**.22**	.06	.15	**.21**	.06	.08-.34	**.23**	.06
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.07	.00	**.10**	.00	.10-.10	.10-.10	**.11**	.00	.07	**.10**	.00	.10-.10	**.11**	.00
Clerical Job: Yes	378	3	.23	.08	**.34**	.00	.21-.46	.34-.34	**.36**	.00	.23	**.34**	.00	.21-.46	**.36**	.00
Context: Research	843	5	.14	.10	**.21**	.07	.08-.33	.12-.29	**.22**	.07	.15	**.21**	.06	.08-.34	**.23**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Task Performance Measures																
All	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	83	1	.08	--	**.13**	--	-.23-.48	-----	**.14**	--	.08	**.13**	--	-.23-.48	**.14**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	83	1	.08	--	**.13**	--	-.23-.48	-----	**.14**	--	.08	**.13**	--	-.23-.48	**.14**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	83	1	.08	--	**.12**	--	-.22-.46	-----	**.13**	--	.08	**.12**	--	-.22-.46	**.13**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	1,250	3	.05	.07	**.07**	.07	-.05-.19	-.02-.16	**.08**	.08	.07	**.11**	.07	-.04-.26	**.12**	.07
Simple Moderator Analyses																
Complexity: High	1,250	3	.05	.07	**.09**	.09	-.06-.23	-.03-.20	**.09**	.09	.06	**.11**	.09	-.06-.27	**.11**	.10
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.05	.07	**.07**	.07	-.05-.19	-.02-.16	**.08**	.08	.07	**.10**	.07	-.04-.24	**.11**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.05	.07	**.07**	.07	-.05-.19	-.02-.16	**.08**	.08	.07	**.11**	.07	-.04-.26	**.12**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.05	.07	**.07**	.07	-.05-.19	-.02-.16	**.08**	.08	.07	**.10**	.07	-.04-.24	**.11**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	1,250	3	.06	.09	**.09**	.11	-.06-.25	-.04-.23	**.10**	.12	.10	**.14**	.11	-.04-.33	**.15**	.12
Simple Moderator Analyses																
Complexity: High	1,250	3	.06	.09	**.11**	.13	-.07-.30	-.06-.28	**.12**	.14	.08	**.14**	.13	-.06-.34	**.15**	.14
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.06	.09	**.09**	.11	-.06-.25	-.04-.23	**.10**	.12	.09	**.13**	.11	-.05-.31	**.14**	.12
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.06	.09	**.09**	.11	-.06-.25	-.04-.23	**.10**	.12	.10	**.14**	.11	-.04-.33	**.15**	.12
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.06	.09	**.09**	.11	-.06-.25	-.05-.23	**.10**	.12	.09	**.13**	.11	-.04-.31	**.14**	.12
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	1,250	3	.03	.06	**.05**	.03	-.05-.14	.00-.09	**.05**	.04	.05	**.07**	.00	-.04-.19	**.08**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.03	.06	**.06**	.04	-.05-.17	.00-.11	**.06**	.05	.04	**.07**	.04	-.06-.20	**.08**	.04
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.03	.06	**.05**	.03	-.05-.14	.00-.09	**.05**	.04	.05	**.07**	.02	-.05-.18	**.07**	.02
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.03	.06	**.05**	.03	-.05-.14	.00-.09	**.05**	.04	.05	**.07**	.00	-.04-.19	**.08**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.03	.06	**.05**	.04	-.04-.14	.00-.09	**.05**	.04	.05	**.07**	.02	-.04-.18	**.07**	.02
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Mixed Objective/Subjective---Technical Performance Measures																
All	50	1	.01	--	**.01**	--	-.34-.35	-----	**.01**	--	.01	**.01**	--	-.34-.35	**.01**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	50	1	.01	--	**.01**	--	-.35-.37	-----	**.01**	--	.01	**.01**	--	-.35-.37	**.01**	--
Sample Type: USES	50	1	.01	--	**.01**	--	-.34-.35	-----	**.01**	--	.01	**.01**	--	-.34-.35	**.01**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	50	1	.01	--	**.01**	--	-.34-.35	-----	**.01**	--	.01	**.01**	--	-.34-.35	**.01**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	50	1	.01	--	**.01**	--	-.34-.35	-----	**.01**	--	.01	**.01**	--	-.34-.35	**.01**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A57

Predictive Validity for Gv and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	21,568	202	.14	.14	**.22**	.12	.17-.26	.07-.37	**.24**	.13	.14	**.22**	.12	.17-.26	**.24**	.13
Simple Moderator Analyses																
Complexity: High	1,788	20	.14	.16	**.25**	.19	.13-.37	.01-.50	**.27**	.21	.14	**.25**	.19	.13-.37	**.27**	.21
Complexity: Medium	11,197	79	.13	.11	**.19**	.08	.14-.24	.09-.29	**.21**	.09	.13	**.19**	.08	.14-.25	**.21**	.08
Complexity: Low	5,849	74	.17	.14	**.27**	.10	.22-.32	.14-.39	**.30**	.10	.17	**.27**	.09	.22-.32	**.30**	.10
Sample Type: USES	4,981	91	.17	.17	**.28**	.16	.23-.34	.08-.49	**.31**	.17	.17	**.29**	.15	.23-.35	**.32**	.17
Sample Type: Military	7,175	16	.08	.08	**.11**	.07	.04-.19	.02-.20	**.13**	.08	.08	**.11**	.07	.04-.19	**.13**	.08
Sample Type: Civilian	9,412	95	.18	.15	**.26**	.12	.22-.30	.10-.42	**.28**	.13	.18	**.26**	.12	.22-.31	**.28**	.13
Age: Below 40	5,846	92	.17	.17	**.28**	.17	.23-.34	.07-.49	**.31**	.18	.19	**.30**	.16	.25-.36	**.33**	.17
Age: 40 and above	1,074	15	.14	.13	**.23**	.00	.13-.33	.23-.23	**.25**	.00	.14	**.23**	.00	.13-.33	**.25**	.00
Clerical Job: No	20,340	183	.14	.14	**.21**	.12	.16-.26	.05-.37	**.23**	.13	.14	**.21**	.12	.16-.26	**.23**	.13
Clerical Job: Yes	1,228	19	.20	.13	**.30**	.00	.22-.39	.30-.30	**.32**	.00	.20	**.30**	.00	.22-.39	**.32**	.00
Context: Research	8,915	120	.17	.15	**.26**	.13	.22-.30	.09-.43	**.28**	.14	.17	**.27**	.13	.22-.31	**.29**	.14
Context: Admin.	6,982	9	.08	.07	**.11**	.08	.04-.18	.02-.21	**.13**	.09	.08	**.11**	.08	.04-.18	**.13**	.09
Hierarchical Moderator Analysis																
Complexity: High	1,788	20	.14	.16	**.25**	.19	.13-.37	.01-.50	**.27**	.21	.14	**.25**	.19	.13-.37	**.27**	.21
Sample Type: USES	436	8	.13	.20	**.21**	.23	-.02-.44	-.08-.51	**.23**	.25	.16	**.26**	.20	.03-.48	**.29**	.22
Age: Below 40	436	8	.13	.20	**.21**	.23	-.02-.44	-.08-.51	**.23**	.25	.16	**.27**	.20	.03-.48	**.29**	.22
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.10	.22	**.16**	.29	-.14-.45	-.21-.53	**.18**	.32	.13	**.22**	.28	-.09-.51	**.24**	.30
Clerical Job: Yes	101	2	.22	.08	**.37**	.00	.19-.54	.37-.37	**.41**	.00	.22	**.37**	.00	.19-.54	**.41**	.00
Context: Research	376	5	.10	.20	**.17**	.26	-.12-.45	-.16-.50	**.19**	.28	.13	**.22**	.24	-.07-.49	**.24**	.26
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,352	12	.15	.15	**.26**	.19	.11-.41	.02-.51	**.28**	.20	.16	**.28**	.19	.13-.42	**.30**	.20
Age: Below 40	266	2	.31	.19	**.51**	.22	.07-.85	.23-.80	**.55**	.23	.31	**.51**	.22	.07-.85	**.55**	.23

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,352	12	.15	.15	**.26**	.19	.11-.41	.02-.51	**.28**	.20	.16	**.28**	.19	.13-.42	**.30**	.20
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	849	5	.19	.15	**.33**	.20	.10-.54	.08-.58	**.35**	.21	.20	**.35**	.18	.13-.56	**.38**	.19
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	11,197	79	.13	.11	**.19**	.08	.14-.24	.09-.29	**.21**	.09	.13	**.19**	.08	.14-.25	**.21**	.08
Sample Type: USES	1,189	25	.24	.17	**.38**	.08	.28-.48	.28-.48	**.42**	.09	.24	**.38**	.08	.28-.48	**.42**	.09
Age: Below 40	1,122	24	.24	.17	**.38**	.10	.28-.49	.26-.51	**.42**	.11	.24	**.38**	.10	.28-.49	**.42**	.11
Age: 40 and above	67	1	.20	--	**.32**	--	-.06-.65	-----	**.35**	--	.20	**.32**	--	-.06-.65	**.35**	--
Clerical Job: No	1,107	23	.25	.17	**.39**	.10	.28-.49	.26-.52	**.43**	.11	.25	**.39**	.10	.28-.49	**.43**	.11
Clerical Job: Yes	82	2	.15	.06	**.24**	.00	.10-.38	.24-.24	**.26**	.00	.15	**.24**	.00	.10-.38	**.26**	.00
Context: Research	1,072	23	.23	.16	**.37**	.00	.27-.47	.37-.37	**.41**	.00	.23	**.37**	.00	.27-.47	**.41**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,452	10	.06	.05	**.08**	.02	.02-.14	.05-.11	**.09**	.03	.06	**.08**	.02	.02-.14	**.09**	.03
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,398	9	.06	.05	**.08**	.03	.02-.14	.04-.12	**.09**	.03	.06	**.08**	.03	.02-.14	**.09**	.03
Clerical Job: Yes	54	1	-.06	--	**-.09**	--	-.51-.34	-----	**-.10**	--	-.06	**-.09**	--	-.51-.34	**-.10**	--
Context: Research	93	4	.16	.12	**.26**	.00	.06-.44	.26-.26	**.28**	.00	.16	**.26**	.00	.06-.44	**.28**	.00
Context: Admin.	5,278	4	.06	.04	**.08**	.03	.02-.13	.04-.12	**.09**	.03	.06	**.08**	.03	.02-.13	**.09**	.03
Sample Type: Civilian	4,556	44	.18	.14	**.28**	.10	.22-.34	.15-.41	**.30**	.11	.19	**.29**	.10	.22-.35	**.30**	.11
Age: Below 40	601	3	.16	.16	**.25**	.20	-.03-.52	.00-.50	**.27**	.21	.18	**.27**	.21	-.02-.55	**.29**	.22
Age: 40 and above	300	5	.11	.11	**.16**	.00	.02-.30	.16-.16	**.17**	.00	.11	**.16**	.00	.02-.30	**.17**	.00
Clerical Job: No	4,044	38	.18	.14	**.27**	.11	.20-.34	.12-.42	**.29**	.12	.18	**.28**	.11	.21-.34	**.29**	.12
Clerical Job: Yes	512	6	.23	.12	**.35**	.00	.20-.49	.35-.35	**.37**	.00	.23	**.35**	.00	.21-.50	**.38**	.00
Context: Research	2,208	16	.16	.12	**.24**	.08	.15-.33	.14-.35	**.26**	.09	.16	**.25**	.08	.16-.34	**.27**	.09
Context: Admin.	129	1	.04	--	**.06**	--	-.20-.32	-----	**.07**	--	.04	**.06**	--	-.20-.32	**.07**	--
Complexity: Low	5,849	74	.17	.14	**.27**	.10	.22-.32	.14-.39	**.30**	.10	.17	**.27**	.09	.22-.32	**.30**	.10
Sample Type: USES	3,039	51	.14	.15	**.25**	.11	.18-.32	.11-.39	**.27**	.12	.14	**.24**	.11	.17-.32	**.27**	.12
Age: Below 40	2,332	42	.14	.16	**.24**	.11	.16-.32	.09-.39	**.26**	.13	.14	**.24**	.12	.16-.32	**.26**	.13
Age: 40 and above	707	9	.15	.14	**.27**	.12	.11-.42	.12-.42	**.30**	.13	.15	**.26**	.12	.10-.42	**.29**	.13
Clerical Job: No	3,039	51	.14	.15	**.25**	.11	.18-.32	.11-.39	**.27**	.12	.14	**.24**	.11	.17-.32	**.27**	.12
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,932	49	.14	.15	**.24**	.09	.17-.31	.12-.36	**.26**	.10	.13	**.24**	.09	.16-.31	**.26**	.10

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,575	4	.22	.01	**.30**	.00	.29-.32	.30-.30	**.35**	.00	.22	**.30**	.00	.29-.32	**.35**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,575	4	.22	.01	**.30**	.00	.29-.32	.30-.30	**.35**	.00	.22	**.30**	.00	.29-.32	**.35**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,575	4	.22	.01	**.30**	.00	.29-.32	.30-.30	**.35**	.00	.22	**.30**	.00	.29-.32	**.35**	.00
Sample Type: Civilian	1,235	19	.18	.19	**.27**	.18	.14-.39	.03-.50	**.29**	.20	.18	**.27**	.18	.14-.39	**.29**	.20
Age: Below 40	231	3	.28	.18	**.40**	.15	.11-.68	.21-.60	**.43**	.16	.28	**.40**	.15	.11-.68	**.43**	.16
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	848	13	.16	.21	**.23**	.23	.07-.40	-.06-.52	**.25**	.24	.16	**.23**	.23	.07-.40	**.25**	.24
Clerical Job: Yes	387	6	.23	.14	**.35**	.00	.19-.50	.35-.35	**.37**	.00	.24	**.35**	.00	.18-.51	**.37**	.00
Context: Research	307	4	.18	.24	**.26**	.30	-.09-.60	-.13-.65	**.28**	.32	.18	**.26**	.31	-.09-.60	**.28**	.33
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	1,901	16	.17	.16	**.25**	.17	.14-.36	.04-.46	**.27**	.18	.19	**.28**	.17	.16-.39	**.30**	.18
Simple Moderator Analyses																
Complexity: High	174	1	.22	--	**.38**	--	.14-.60	-----	**.41**	--	.22	**.38**	--	.14-.60	**.41**	--
Complexity: Medium	837	6	.14	.14	**.22**	.15	.05-.39	.03-.41	**.24**	.16	.16	**.24**	.16	.05-.42	**.26**	.17
Complexity: Low	76	1	-.12	--	**-.18**	--	-.50-.15	-----	**-.19**	--	-.12	**-.18**	--	-.50-.15	**-.19**	--
Sample Type: USES	173	3	.32	.21	**.51**	.21	.13-.82	.24-.78	**.56**	.23	.32	**.51**	.21	.13-.82	**.56**	.23
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,728	13	.15	.15	**.23**	.15	.11-.34	.03-.42	**.24**	.16	.16	**.24**	.16	.12-.36	**.26**	.17
Age: Below 40	1,007	6	.12	.14	**.19**	.16	.02-.35	-.02-.39	**.20**	.17	.19	**.29**	.18	.07-.49	**.31**	.20
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,901	16	.17	.16	**.25**	.17	.14-.36	.04-.46	**.27**	.18	.19	**.28**	.17	.16-.40	**.30**	.18
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,500	11	.16	.16	**.24**	.18	.10-.37	.00-.47	**.25**	.19	.18	**.26**	.19	.11-.40	**.28**	.20
Context: Admin.	129	1	.04	--	**.06**	--	-.20-.31	-----	**.06**	--	.04	**.06**	--	-.20-.31	**.06**	--
Hierarchical Moderator Analysis																
Complexity: High	174	1	.22	--	**.38**	--	.14-.60	-----	**.41**	--	.22	**.38**	--	.14-.60	**.41**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	822
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	174	1	.22	--	**.38**	--	.14-.60	-----	**.41**	--	.22	**.38**	--	.14-.60	**.41**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	174	1	.22	--	**.38**	--	.14-.60	-----	**.41**	--	.22	**.38**	--	.14-.60	**.41**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	174	1	.22	--	**.38**	--	.14-.60	-----	**.41**	--	.22	**.38**	--	.14-.60	**.41**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	837	6	.14	.14	**.22**	.15	.05-.39	.03-.41	**.24**	.16	.16	**.24**	.16	.05-.42	**.26**	.17	
Sample Type: USES	173	3	.32	.21	**.50**	.21	.13-.81	.23-.77	**.55**	.23	.32	**.50**	.21	.13-.81	**.55**	.23	
Age: Below 40	173	3	.32	.21	**.50**	.21	.13-.81	.23-.77	**.55**	.23	.32	**.50**	.21	.13-.81	**.55**	.23	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	173	3	.32	.21	**.50**	.21	.13-.81	.23-.77	**.55**	.23	.32	**.50**	.21	.13-.81	**.55**	.23	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	118	2	.43	.06	**.66**	.00	.55-.76	.66-.66	**.72**	.00	.43	**.66**	.00	.55-.76	**.72**	.00	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	664	3	.10	.06	**.15**	.00	.05-.25	.15-.15	**.16**	.00	.10	**.15**	.00	.03-.27	**.16**	.00	
Age: Below 40	471	1	.10	--	**.15**	--	.01-.28	-----	**.16**	--	.10	**.15**	--	-.01-.30	**.16**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	664	3	.10	.06	**.15**	.00	.05-.25	.15-.15	**.16**	.00	.10	**.15**	.00	.03-.26	**.16**	.00	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	471	1	.10	--	**.15**	--	.01-.28	-----	**.16**	--	.10	**.15**	--	-.03-.32	**.16**	--	
Context: Admin.	129	1	.04	--	**.06**	--	-.20-.32	-----	**.07**	--	.04	**.06**	--	-.20-.32	**.07**	--	
Complexity: Low	76	1	-.12	--	**-.18**	--	-.50-.15	-----	**-.19**	--	-.12	**-.18**	--	-.50-.15	**-.19**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	76	1	-.12	--	**-.18**	--	-.50-.15	-----	**-.19**	--	-.12	**-.18**	--	-.50-.15	**-.19**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	76	1	-.12	--	**-.18**	--	-.50-.15	-----	**-.19**	--	-.12	**-.18**	--	-.50-.15	**-.19**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	76	1	-.12	--	**-.18**	--	-.50-.15	-----	**-.19**	--	-.12	**-.18**	--	-.50-.15	**-.19**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	

Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	18,362	175	.13	.14	**.20**	.12	.16-.25	.05-.36	**.22**	.13	.14	**.21**	.12	.16-.26	**.22**	.13
Simple Moderator Analyses																
Complexity: High	1,614	19	.14	.17	**.24**	.21	.11-.36	-.03-.50	**.25**	.22	.14	**.24**	.21	.11-.36	**.25**	.22
Complexity: Medium	10,138	71	.12	.11	**.19**	.08	.13-.24	.09-.28	**.20**	.08	.12	**.19**	.08	.13-.24	**.20**	.08
Complexity: Low	5,355	68	.17	.14	**.27**	.10	.22-.33	.15-.40	**.30**	.10	.18	**.28**	.09	.22-.33	**.31**	.10
Sample Type: USES	4,808	88	.16	.17	**.28**	.15	.22-.33	.08-.47	**.30**	.17	.17	**.28**	.15	.22-.34	**.31**	.16
Sample Type: Military	7,175	16	.08	.08	**.11**	.07	.04-.19	.02-.20	**.13**	.08	.08	**.11**	.07	.04-.19	**.13**	.08
Sample Type: Civilian	6,379	71	.17	.15	**.25**	.14	.20-.31	.08-.43	**.27**	.15	.17	**.26**	.14	.20-.31	**.27**	.14
Age: Below 40	4,839	86	.18	.18	**.30**	.17	.24-.36	.09-.52	**.33**	.18	.19	**.31**	.16	.25-.37	**.34**	.18
Age: 40 and above	1,074	15	.14	.13	**.23**	.00	.13-.33	.23-.23	**.25**	.00	.14	**.23**	.00	.13-.33	**.25**	.00
Clerical Job: No	17,383	159	.13	.14	**.20**	.12	.15-.25	.04-.36	**.22**	.14	.13	**.20**	.12	.15-.25	**.22**	.13
Clerical Job: Yes	979	16	.19	.15	**.29**	.05	.18-.39	.23-.35	**.31**	.05	.19	**.29**	.05	.18-.39	**.31**	.05
Context: Research	7,415	109	.17	.15	**.26**	.12	.22-.31	.11-.42	**.29**	.13	.17	**.27**	.12	.22-.31	**.29**	.13
Context: Admin.	6,853	8	.08	.07	**.11**	.08	.04-.18	.02-.21	**.13**	.09	.08	**.11**	.08	.04-.18	**.13**	.09
Hierarchical Moderator Analysis																
Complexity: High	1,614	19	.14	.17	**.24**	.21	.11-.36	-.03-.50	**.25**	.22	.14	**.24**	.21	.11-.36	**.25**	.22
Sample Type: USES	436	8	.13	.20	**.21**	.23	-.02-.44	-.08-.51	**.23**	.25	.16	**.26**	.20	.03-.48	**.29**	.22
Age: Below 40	436	8	.13	.20	**.21**	.23	-.02-.44	-.08-.51	**.23**	.25	.16	**.27**	.20	.03-.48	**.29**	.22
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.10	.22	**.16**	.29	-.14-.45	-.21-.53	**.18**	.32	.13	**.22**	.28	-.09-.51	**.24**	.30
Clerical Job: Yes	101	2	.22	.08	**.37**	.00	.19-.54	.37-.37	**.41**	.00	.22	**.37**	.00	.19-.54	**.41**	.00
Context: Research	376	5	.10	.20	**.17**	.26	-.12-.45	-.16-.50	**.19**	.28	.13	**.22**	.24	-.07-.49	**.24**	.26
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,178	11	.14	.16	**.25**	.21	.08-.40	-.02-.51	**.26**	.22	.15	**.26**	.21	.09-.43	**.28**	.22
Age: Below 40	266	2	.31	.19	**.51**	.22	.07-.85	.23-.80	**.55**	.23	.31	**.51**	.22	.07-.85	**.55**	.23
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,178	11	.14	.16	**.25**	.21	.08-.40	-.02-.51	**.26**	.22	.15	**.26**	.21	.09-.43	**.28**	.22
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	675	4	.18	.17	**.32**	.25	.02-.58	.00-.63	**.34**	.26	.20	**.34**	.24	.05-.61	**.37**	.25
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	10,138	71	.12	.11	**.19**	.08	.13-.24	.09-.28	**.20**	.08	.12	**.19**	.08	.13-.24	**.20**	.08

Sample Type: USES	1,016	22	.23	.16	**.36**	.04	.26-.46	.30-.42	**.40**	.05		.23	**.36**	.04	.26-.46	**.40**	.05
Age: Below 40	949	21	.23	.17	**.36**	.07	.25-.47	.27-.45	**.40**	.08		.23	**.36**	.07	.25-.47	**.40**	.08
Age: 40 and above	67	1	.20	--	**.32**	--	-.06-.65	-----	**.35**	--		.20	**.32**	--	-.06-.65	**.35**	--
Clerical Job: No	934	20	.23	.17	**.37**	.08	.26-.48	.27-.47	**.41**	.08		.23	**.37**	.08	.26-.48	**.41**	.08
Clerical Job: Yes	82	2	.15	.06	**.24**	.00	.10-.38	.24-.24	**.26**	.00		.15	**.24**	.00	.10-.38	**.26**	.00
Context: Research	954	21	.21	.15	**.33**	.00	.23-.43	.33-.33	**.36**	.00		.21	**.33**	.00	.23-.43	**.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	5,452	10	.06	.05	**.08**	.02	.02-.14	.05-.11	**.09**	.03		.06	**.08**	.02	.02-.14	**.09**	.03
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	5,398	9	.06	.05	**.08**	.03	.02-.14	.04-.12	**.09**	.03		.06	**.08**	.03	.02-.14	**.09**	.03
Clerical Job: Yes	54	1	-.06	--	**-.09**	--	-.51-.34	-----	**-.10**	--		-.06	**-.09**	--	-.51-.34	**-.10**	--
Context: Research	93	4	.16	.12	**.26**	.00	.06-.44	.26-.26	**.28**	.00		.16	**.26**	.00	.06-.44	**.28**	.00
Context: Admin.	5,278	4	.06	.04	**.08**	.03	.02-.13	.04-.12	**.09**	.03		.06	**.08**	.03	.02-.13	**.09**	.03
Sample Type: Civilian	3,670	39	.20	.15	**.30**	.11	.23-.36	.15-.44	**.32**	.12		.20	**.30**	.11	.23-.37	**.32**	.12
Age: Below 40	130	2	.41	.01	**.61**	.00	.58-.63	.61-.61	**.65**	.00		.41	**.61**	.00	.58-.63	**.65**	.00
Age: 40 and above	300	5	.11	.11	**.16**	.00	.02-.30	.16-.16	**.17**	.00		.11	**.16**	.00	.02-.30	**.17**	.00
Clerical Job: No	3,158	33	.19	.15	**.29**	.13	.21-.36	.12-.45	**.31**	.14		.19	**.29**	.13	.21-.36	**.31**	.14
Clerical Job: Yes	512	6	.23	.12	**.35**	.00	.20-.49	.35-.35	**.37**	.00		.23	**.35**	.00	.21-.50	**.38**	.00
Context: Research	1,737	15	.17	.13	**.27**	.09	.17-.36	.16-.38	**.28**	.09		.18	**.27**	.09	.17-.36	**.28**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	5,355	68	.17	.14	**.27**	.10	.22-.33	.15-.40	**.30**	.10		.18	**.28**	.09	.22-.33	**.31**	.10
Sample Type: USES	3,039	51	.14	.15	**.25**	.11	.18-.32	.11-.39	**.27**	.12		.14	**.24**	.11	.17-.32	**.27**	.12
Age: Below 40	2,332	42	.14	.16	**.24**	.11	.16-.32	.09-.39	**.26**	.13		.14	**.24**	.12	.16-.32	**.26**	.13
Age: 40 and above	707	9	.15	.14	**.27**	.12	.11-.42	.12-.42	**.30**	.13		.15	**.26**	.12	.10-.42	**.29**	.13
Clerical Job: No	3,039	51	.14	.15	**.25**	.11	.18-.32	.11-.39	**.27**	.12		.14	**.24**	.11	.17-.32	**.27**	.12
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	2,932	49	.14	.15	**.24**	.09	.17-.31	.12-.36	**.26**	.10		.13	**.24**	.09	.16-.31	**.26**	.10
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	1,575	4	.22	.01	**.30**	.00	.29-.32	.30-.30	**.35**	.00		.22	**.30**	.00	.29-.32	**.35**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,575	4	.22	.01	**.30**	.00	.29-.32	.30-.30	**.35**	.00		.22	**.30**	.00	.29-.32	**.35**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,575	4	.22	.01	**.30**	.00	.29-.32	.30-.30	**.35**	.00	.22	**.30**	.00	.29-.32	**.35**	.00
Sample Type: Civilian	741	13	.21	.21	**.31**	.21	.14-.47	.04-.58	**.33**	.22	.21	**.31**	.20	.15-.47	**.33**	.22
Age: Below 40	231	3	.28	.18	**.40**	.15	.11-.68	.21-.60	**.43**	.16	.28	**.40**	.15	.11-.68	**.43**	.16
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	603	10	.21	.21	**.31**	.22	.12-.49	.03-.59	**.33**	.23	.21	**.31**	.22	.12-.50	**.33**	.23
Clerical Job: Yes	138	3	.21	.25	**.31**	.27	-.10-.70	-.03-.66	**.33**	.29	.21	**.31**	.27	-.10-.70	**.33**	.29
Context: Research	231	3	.28	.18	**.40**	.15	.11-.68	.21-.60	**.43**	.16	.28	**.41**	.15	.11-.68	**.43**	.16
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	1,305	11	.23	.08	**.33**	.00	.26-.41	.33-.33	**.36**	.00	.22	**.33**	.00	.25-.40	**.35**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	222	2	.25	.03	**.38**	.00	.31-.45	.38-.38	**.40**	.00	.25	**.38**	.00	.31-.45	**.40**	.00
Complexity: Low	418	5	.19	.11	**.27**	.00	.13-.41	.27-.27	**.29**	.00	.18	**.27**	.00	.12-.42	**.29**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,305	11	.23	.08	**.33**	.00	.26-.41	.33-.33	**.36**	.00	.22	**.33**	.00	.25-.40	**.35**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,056	8	.22	.09	**.33**	.00	.23-.42	.33-.33	**.35**	.00	.22	**.32**	.00	.21-.42	**.34**	.00
Clerical Job: Yes	249	3	.25	.03	**.36**	.00	.30-.41	.36-.36	**.38**	.00	.25	**.36**	.00	.30-.41	**.38**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	222	2	.25	.03	**.38**	.00	.31-.45	.38-.38	**.40**	.00	.25	**.38**	.00	.31-.45	**.40**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	222	2	.25	.03	**.38**	.00	.31-.45	.38-.38	**.40**	.00	.25	**.38**	.00	.31-.45	**.40**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	222	2	.25	.03	**.38**	.00	.31-.45	.38-.38	**.40**	.00	.25	**.38**	.00	.31-.45	**.40**	.00

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	418	5	.19	.11	**.27**	.00	.13-.41	.27-.27	**.29**	.00	.18	**.27**	.00	.12-.42	**.29**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	418	5	.19	.11	**.27**	.00	.13-.41	.27-.27	**.29**	.00	.18	**.27**	.00	.12-.41	**.29**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	169	2	.10	.14	**.14**	.11	-.14-.42	.00-.29	**.15**	.12	.10	**.14**	.11	-.14-.42	**.15**	.12
Clerical Job: Yes	249	3	.25	.03	**.36**	.00	.31-.42	.36-.36	**.39**	.00	.25	**.37**	.00	.31-.43	**.39**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.13	**.05**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.02	.05	**.03**	.00	-.06-.13	.03-.03	**.04**	.00	.03	**.05**	.00	-.04-.15	**.05**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.13	**.05**	.00

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.13	**.05**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.12	**.05**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.13	**.05**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.02	.05	**.03**	.00	-.06-.13	.03-.03	**.04**	.00	.03	**.05**	.00	-.04-.15	**.05**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.13	**.05**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.13	**.05**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.02	.05	**.03**	.00	-.05-.11	.03-.03	**.03**	.00	.03	**.05**	.00	-.03-.12	**.05**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A58

Predictive Validity for Gv and CWB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	567	5	-.14	.08	**-.21**	.00	-.32--.10	-.21--.21	**-.23**	.00	-.14	**-.21**	.00	-.32--.10	**-.23**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	491	4	-.16	.07	**-.25**	.00	-.35--.15	-.25--.25	**-.27**	.00	-.16	**-.25**	.00	-.35--.15	**-.27**	.00
Complexity: Low	76	1	-.01	--	**-.01**	--	-.35-.32	-----	**-.02**	--	-.01	**-.01**	--	-.35-.32	**-.02**	--
Sample Type: USES	113	1	-.22	--	**-.36**	--	-.62--.07	-----	**-.39**	--	-.22	**-.36**	--	-.66--.02	**-.39**	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	454	4	-.12	.08	**-.18**	.00	-.30--.06	-.18--.18	**-.19**	.00	-.12	**-.18**	.00	-.30--.06	**-.19**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	113	1	-.22	--	**-.35**	--	-.61--.06	-----	**-.39**	--	-.22	**-.35**	--	-.61--.06	**-.39**	--
Clerical Job: No	189	2	-.13	.14	**-.21**	.14	-.51-.10	-.39--.04	**-.23**	.15	-.13	**-.21**	.14	-.51-.10	**-.23**	.15
Clerical Job: Yes	378	3	-.14	.07	**-.21**	.00	-.32--.10	-.21--.21	**-.22**	.00	-.14	**-.21**	.00	-.32--.10	**-.22**	.00
Context: Research	567	5	-.14	.08	**-.21**	.00	-.32--.10	-.21--.21	**-.22**	.00	-.14	**-.21**	.00	-.32--.10	**-.22**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	567	5	-.14	.08	**-.21**	.00	-.32--.10	-.21--.21	**-.23**	.00	-.14	**-.21**	.00	-.32--.10	**-.23**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	491	4	-.16	.07	**-.25**	.00	-.35--.15	-.25--.25	**-.27**	.00	-.16	**-.25**	.00	-.35--.15	**-.27**	.00
Complexity: Low	76	1	-.01	--	**-.01**	--	-.35-.32	-----	**-.02**	--	-.01	**-.01**	--	-.35-.32	**-.02**	--
Sample Type: USES	113	1	-.22	--	**-.36**	--	-.62--.07	-----	**-.39**	--	-.22	**-.36**	--	-.66--.02	**-.39**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	454	4	-.12	.08	**-.18**	.00	-.30--.06	-.18--.18	**-.19**	.00	-.12	**-.18**	.00	-.30--.06	**-.19**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	113	1	-.22	--	**-.35**	--	-.61--.06	-----	**-.39**	--	-.22	**-.35**	--	-.61--.06	**-.39**	--
Clerical Job: No	189	2	-.13	.14	**-.21**	.14	-.51-.10	-.39--.04	**-.23**	.15	-.13	**-.21**	.14	-.51-.10	**-.23**	.15
Clerical Job: Yes	378	3	-.14	.07	**-.21**	.00	-.32--.10	-.21--.21	**-.22**	.00	-.14	**-.21**	.00	-.32--.10	**-.22**	.00
Context: Research	567	5	-.14	.08	**-.21**	.00	-.32--.10	-.21--.21	**-.22**	.00	-.14	**-.21**	.00	-.32--.10	**-.22**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	454	4	-.12	.08	**-.18**	.00	-.30--.06	-.18--.18	**-.19**	.00	-.12	**-.18**	.00	-.30--.06	**-.19**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	378	3	-.14	.07	**-.22**	.00	-.34--.10	-.22--.22	**-.23**	.00	-.14	**-.22**	.00	-.34--.10	**-.23**	.00
Complexity: Low	76	1	-.01	--	**-.01**	--	-.35-.32	-----	**-.02**	--	-.01	**-.01**	--	-.35-.32	**-.02**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	830
Sample Type: Civilian	454	4	-.12	.08	**-.18**	.00	-.30--.06	-.18--.18	**-.19**	.00		-.12	**-.18**	.00	-.30--.06	**-.19**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	-.01	--	**-.01**	--	-.35-.32	-----	**-.02**	--		-.01	**-.01**	--	-.35-.32	**-.02**	--
Clerical Job: Yes	378	3	-.14	.07	**-.21**	.00	-.32--.10	-.21--.21	**-.22**	.00		-.14	**-.21**	.00	-.32--.10	**-.22**	.00
Context: Research	454	4	-.12	.08	**-.18**	.00	-.29--.06	-.18--.18	**-.19**	.00		-.12	**-.18**	.00	-.29--.06	**-.19**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB-I Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-I (Overall) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-I (Approach) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB-O Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Overall) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Approach) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--

Table A59

Predictive Validity for Gv and OCB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	1,315	9	.07	.10	**.11**	.07	.01-.21	.02-.20	**.12**	.08	.08	**.12**	.07	.01-.22	**.13**	.08
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	932	7	.11	.07	**.17**	.00	.09-.25	.17-.17	**.18**	.00	.11	**.17**	.00	.09-.25	**.18**	.00
Complexity: Low	76	1	-.20	--	**-.29**	--	-.60-.03	-----	**-.31**	--	-.20	**-.29**	--	-.60-.03	**-.31**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.03	--	**.05**	--	-.14-.24	-----	**.06**	--	.03	**.05**	--	-.14-.24	**.06**	--
Sample Type: Civilian	1,008	8	.09	.11	**.13**	.08	.02-.24	.02-.24	**.14**	.09	.09	**.13**	.08	.01-.24	**.14**	.09
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	937	6	.04	.10	**.07**	.09	-.06-.19	-.05-.18	**.07**	.10	.04	**.06**	.10	-.07-.20	**.07**	.11
Clerical Job: Yes	378	3	.15	.04	**.22**	.00	.16-.28	.22-.22	**.23**	.00	.15	**.22**	.00	.16-.28	**.23**	.00
Context: Research	1,008	8	.09	.11	**.13**	.08	.01-.24	.02-.23	**.13**	.09	.09	**.13**	.09	.01-.24	**.14**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	761	5	.07	.11	**.10**	.10	-.04-.24	-.02-.23	**.11**	.11	.07	**.11**	.10	-.04-.26	**.12**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	378	3	.14	.04	**.21**	.00	.14-.29	.21-.21	**.23**	.00	.14	**.21**	.00	.14-.29	**.23**	.00
Complexity: Low	76	1	-.16	--	**-.24**	--	-.55-.09	-----	**-.25**	--	-.16	**-.24**	--	-.55-.09	**-.25**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.03	--	**.05**	--	-.14-.24	-----	**.06**	--	.03	**.05**	--	-.14-.24	**.06**	--
Sample Type: Civilian	454	4	.09	.13	**.13**	.13	-.06-.33	-.04-.30	**.14**	.14	.09	**.13**	.13	-.06-.33	**.14**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	383	2	-.01	.11	**-.01**	.13	-.25-.23	-.18-.15	**-.01**	.14	-.02	**-.03**	.14	-.30-.23	**-.04**	.15
Clerical Job: Yes	378	3	.14	.04	**.20**	.00	.14-.27	.20-.20	**.22**	.00	.14	**.20**	.00	.14-.27	**.22**	.00
Context: Research	454	4	.09	.13	**.13**	.13	-.06-.32	-.04-.30	**.14**	.14	.09	**.13**	.13	-.06-.32	**.14**	.14
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	307	1	.03	--	**.05**	--	-.14-.24	-----	**.06**	--	.03	**.05**	--	-.17-.27	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.03	--	**.05**	--	-.14-.24	-----	**.06**	--	.03	**.05**	--	-.14-.24	**.06**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	307	1	.03	--	**.05**	--	-.14-.24	-----	**.06**	--	.03	**.05**	--	-.17-.27	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	1,008	8	.09	.13	**.13**	.13	.00-.26	-.03-.29	**.14**	.14	.09	**.13**	.13	.00-.27	**.14**	.14
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	932	7	.11	.09	**.17**	.00	.07-.27	.17-.17	**.19**	.00	.11	**.17**	.00	.07-.27	**.19**	.00
Complexity: Low	76	1	-.23	--	**-.34**	--	-.64--.02	-----	**-.36**	--	-.23	**-.34**	--	-.64--.02	**-.36**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	1,008	8	.09	.13	**.13**	.13	.00-.26	-.03-.29	**.14**	.14	.09	**.13**	.13	.00-.26	**.14**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	630	5	.04	.14	**.07**	.15	-.11-.24	-.13-.26	**.07**	.16	.04	**.06**	.16	-.13-.25	**.06**	.17
Clerical Job: Yes	378	3	.16	.09	**.23**	.00	.08-.38	.23-.23	**.25**	.00	.16	**.23**	.00	.08-.38	**.25**	.00
Context: Research	1,008	8	.09	.13	**.13**	.13	.00-.26	-.04-.29	**.14**	.14	.09	**.13**	.13	.00-.26	**.14**	.14
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	89	2	.20	.00	**.30**	.00	.30-.30	.30-.30	**.32**	.00	.20	**.30**	.00	.30-.30	**.32**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	89	2	.20	.00	**.31**	.00	.30-.31	.31-.31	**.33**	.00	.20	**.31**	.00	.30-.31	**.33**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	89	2	.20	.00	**.30**	.00	.30-.30	.30-.30	**.32**	.00	.20	**.30**	.00	.30-.30	**.32**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.20	.00	**.30**	.00	.30-.30	.30-.30	**.32**	.00	.20	**.30**	.00	.30-.30	**.32**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	89	2	.20	.00	**.29**	.00	.29-.30	.29-.29	**.31**	.00	.20	**.29**	.00	.29-.30	**.31**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	76	1	-.23	--	**-.34**	--	-.64--.02	-----	**-.36**	--	-.23	**-.34**	--	-.64--.02	**-.36**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.23	--	**-.34**	--	-.64--.02	-----	**-.36**	--	-.23	**-.34**	--	-.64--.02	**-.36**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	-.23	--	**-.34**	--	-.64--.02	-----	**-.36**	--	-.23	**-.34**	--	-.64--.02	**-.36**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	-.23	--	**-.34**	--	-.64--.02	-----	**-.36**	--	-.23	**-.34**	--	-.64--.02	**-.36**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	-.23	--	**-.33**	--	-.63--.02	-----	**-.36**	--	-.23	**-.33**	--	-.63--.02	**-.36**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	1,250	3	.00	.04	**.00**	.00	-.07-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.10	**.02**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.00	.04	**.00**	.00	-.08-.08	.00-.00	**.00**	.00	.01	**.01**	.00	-.07-.10	**.01**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.00	.04	**.00**	.00	-.07-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.09	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.00	.04	**.00**	.00	-.07-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.10	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.00	.04	**.00**	.00	-.07-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.09	**.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	1,250	3	.00	.05	**.00**	.00	-.08-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.10	**.02**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.00	.05	**.00**	.00	-.10-.09	.00-.00	**.00**	.00	.01	**.01**	.00	-.08-.11	**.01**	.00

Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.00	.05	**.00**	.00	-.08-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.07-.10	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.00	.05	**.00**	.00	-.08-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.10	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.00	.05	**.00**	.00	-.08-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.10	**.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	1,250	3	.00	.05	**.00**	.00	-.07-.08	.00-.00	**.00**	.00	.02	**.02**	.00	-.05-.10	**.02**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.00	.05	**.00**	.00	-.09-.09	.00-.00	**.00**	.00	.01	**.02**	.00	-.07-.11	**.02**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.00	.05	**.00**	.00	-.07-.08	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.09	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.00	.05	**.00**	.00	-.07-.08	.00-.00	**.00**	.00	.02	**.02**	.00	-.05-.10	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.00	.05	**.00**	.00	-.07-.08	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.10	**.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	1,250	3	-.01	.04	**-.02**	.00	-.09-.06	-.02--.02	**-.02**	.00	.00	**.00**	.00	-.08-.09	**.01**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	-.01	.04	**-.02**	.00	-.11-.07	-.02--.02	**-.02**	.00	.00	**-.01**	.00	-.10-.09	**-.01**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	-.01	.04	**-.02**	.00	-.09-.06	-.02--.02	**-.02**	.00	.00	**.00**	.00	-.08-.08	**.00**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	-.01	.04	**-.02**	.00	-.09-.06	-.02--.02	**-.02**	.00	.00	**.00**	.00	-.08-.09	**.01**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	-.01	.04	**-.02**	.00	-.09-.06	-.02--.02	**-.02**	.00	.00	**.00**	.00	-.08-.09	**.00**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	1,250	3	.00	.04	**.00**	.00	-.06-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.00	.04	**.00**	.00	-.07-.08	.00-.00	**.00**	.00	.01	**.02**	.00	-.06-.09	**.02**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.00	.04	**.00**	.00	-.06-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.05-.08	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.00	.04	**.00**	.00	-.06-.07	.00-.00	**.00**	.00	.01	**.02**	.00	-.05-.09	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.00	.04	**.00**	.00	-.06-.06	.00-.00	**.00**	.00	.01	**.02**	.00	-.05-.08	**.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	1,250	3	-.02	.02	**-.03**	.00	-.07-.01	-.03--.03	**-.03**	.00	-.01	**-.02**	.00	-.06-.02	**-.02**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	-.02	.02	**-.04**	.00	-.09-.01	-.04--.04	**-.04**	.00	-.02	**-.03**	.00	-.08-.02	**-.03**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	-.02	.02	**-.03**	.00	-.07-.01	-.03--.03	**-.03**	.00	-.01	**-.02**	.00	-.06-.02	**-.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	1,250	3	-.02	.02	**-.03**	.00	-.07-.01	-.03--.03	**-.03**	.00	-.01	**-.02**	.00	-.06-.02	**-.02**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,250	3	-.02	.02	**-.03**	.00	-.07-.01	-.03--.03	**-.03**	.00	-.01	**-.02**	.00	-.06-.02	**-.02**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	1,250	3	.07	.06	**.11**	.03	.00-.21	.07-.14	**.11**	.03	.09	**.14**	.00	.02-.26	**.15**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.07	.06	**.13**	.04	.00-.25	.07-.18	**.14**	.05	.08	**.15**	.00	.01-.28	**.16**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,250	3	.07	.06	**.11**	.03	.00-.21	.07-.14	**.11**	.03	.09	**.13**	.00	.02-.25	**.14**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,250	3	.07	.06	**.11**	.03	.00-.21	.07-.15	**.11**	.03	.09	**.14**	.00	.02-.26	**.15**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,250	3	.07	.06	**.10**	.03	.00-.21	.06-.15	**.11**	.04	.09	**.13**	.00	.02-.25	**.14**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	1,250	3	.03	.05	**.04**	.00	-.04-.12	.04-.04	**.05**	.00	.04	**.06**	.00	-.01-.13	**.06**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.03	.05	**.05**	.00	-.04-.15	.05-.05	**.05**	.00	.04	**.07**	.00	-.02-.16	**.07**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,250	3	.03	.05	**.04**	.00	-.04-.12	.04-.04	**.05**	.00	.04	**.06**	.00	-.02-.13	**.06**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,250	3	.03	.05	**.04**	.00	-.04-.12	.04-.04	**.05**	.00	.04	**.06**	.00	-.01-.13	**.06**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,250	3	.03	.05	**.04**	.00	-.04-.12	.04-.04	**.04**	.00	.04	**.06**	.00	-.02-.13	**.06**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	1,250	3	.01	.04	**.01**	.00	-.06-.08	.01-.01	**.01**	.00	.02	**.03**	.00	-.05-.11	**.03**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	.01	.04	**.01**	.00	-.08-.10	.01-.01	**.01**	.00	.02	**.03**	.00	-.06-.12	**.03**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	.01	.04	**.01**	.00	-.06-.08	.01-.01	**.01**	.00	.02	**.03**	.00	-.05-.11	**.03**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	.01	.04	**.01**	.00	-.06-.08	.01-.01	**.01**	.00	.02	**.03**	.00	-.05-.11	**.03**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	.01	.04	**.01**	.00	-.06-.08	.01-.01	**.01**	.00	.02	**.03**	.00	-.05-.11	**.03**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	1,250	3	-.09	.02	**-.13**	.00	-.16--.09	-.13--.13	**-.13**	.00	-.08	**-.12**	.00	-.16--.09	**-.13**	.00
Simple Moderator Analyses																
Complexity: High	1,250	3	-.09	.02	**-.15**	.00	-.19--.11	-.15--.15	**-.16**	.00	-.08	**-.15**	.00	-.19--.10	**-.16**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,250	3	-.09	.02	**-.13**	.00	-.16--.09	-.13--.13	**-.13**	.00	-.08	**-.12**	.00	-.16--.09	**-.13**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,250	3	-.09	.02	**-.13**	.00	-.16--.09	-.13--.13	**-.13**	.00	-.08	**-.12**	.00	-.16--.09	**-.13**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,250	3	-.09	.02	**-.12**	.00	-.16--.09	-.12--.12	**-.13**	.00	-.08	**-.12**	.00	-.16--.09	**-.13**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	1,250	3	-.01	.05	**-.02**	.02	-.10-.07	-.04-.01	**-.02**	.02	.01	**.01**	.00	-.10-.12	**.01**	.00
Simple Moderator Analyses																

																839
Complexity: High	1,250	3	-.01	.05	**-.02**	.03	-.12-.09	-.05-.02	**-.02**	.03	.00	**.00**	.01	-.12-.11	**-.01**	.01
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,250	3	-.01	.05	**-.02**	.02	-.10-.07	-.04-.01	**-.02**	.02	.00	**.00**	.00	-.10-.11	**.00**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,250	3	-.01	.05	**-.02**	.02	-.10-.07	-.04-.01	**-.02**	.02	.01	**.01**	.00	-.10-.12	**.01**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,250	3	-.01	.05	**-.02**	.02	-.10-.07	-.04-.01	**-.02**	.02	.00	**.01**	.00	-.10-.11	**.01**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A60

Predictive Validity for Gv and Performance Outcomes

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.04	--	**-.05**	--	-.36-.26	-----	**-.05**	--	-.04	**-.05**	--	-.36-.26	**-.05**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"OCB" Performance Outcomes Measures																
All	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.04	--	**-.05**	--	-.36-.26	-----	**-.05**	--	-.04	**-.05**	--	-.36-.26	**-.05**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	67	1	-.04	--	**-.04**	--	-.30-.22	-----	**-.04**	--	-.04	**-.04**	--	-.30-.22	**-.04**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	67	1	-.10	--	**-.10**	--	-.36-.16	-----	**-.11**	--	-.10	**-.10**	--	-.36-.16	**-.11**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.10	--	**-.12**	--	-.42-.19	-----	**-.13**	--	-.10	**-.12**	--	-.42-.19	**-.13**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	-.10	--	**-.10**	--	-.36-.16	-----	**-.11**	--	-.10	**-.10**	--	-.36-.16	**-.11**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Clerical Job: No	67	1	-.10	--	**-.10**	--	-.36-.16	-----	**-.11**	--	-.10	**-.10**	--	-.36-.16	**-.11**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	-.10	--	**-.10**	--	-.36-.16	-----	**-.11**	--	-.10	**-.10**	--	-.36-.16	**-.11**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	67	1	-.08	--	**-.09**	--	-.35-.17	-----	**-.09**	--	-.08	**-.09**	--	-.35-.17	**-.09**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.08	--	**-.11**	--	-.41-.21	-----	**-.11**	--	-.08	**-.11**	--	-.41-.21	**-.11**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.08	--	**-.09**	--	-.35-.17	-----	**-.09**	--	-.08	**-.09**	--	-.35-.17	**-.09**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.08	--	**-.09**	--	-.35-.17	-----	**-.09**	--	-.08	**-.09**	--	-.35-.17	**-.09**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	-.08	--	**-.09**	--	-.35-.17	-----	**-.09**	--	-.08	**-.09**	--	-.35-.17	**-.09**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--
Simple Moderator Analyses																
Complexity: High	67	1	.04	--	**.05**	--	-.26-.36	-----	**.06**	--	.04	**.05**	--	-.26-.36	**.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--

Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--
Simple Moderator Analyses																
Complexity: High	67	1	.04	--	**.05**	--	-.26-.36	-----	**.06**	--	.04	**.05**	--	-.26-.36	**.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.04	--	**.04**	--	-.22-.31	-----	**.05**	--	.04	**.04**	--	-.22-.31	**.05**	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	364	6	.25	.24	**.37**	.27	.09-.65	.02-.72	**.40**	.29	.25	**.37**	.27	.09-.65	**.40**	.29
Simple Moderator Analyses																
Complexity: High	364	6	.25	.24	**.44**	.31	.11-.71	.04-.83	**.46**	.33	.25	**.44**	.31	.11-.71	**.46**	.33
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	364	6	.25	.24	**.37**	.27	.09-.65	.02-.72	**.40**	.29	.25	**.37**	.27	.09-.65	**.40**	.29
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	364	6	.25	.24	**.37**	.27	.09-.65	.02-.72	**.40**	.29	.25	**.37**	.27	.09-.65	**.40**	.29
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	297	5	.32	.21	**.46**	.19	.20-.71	.22-.71	**.49**	.20	.32	**.46**	.19	.20-.71	**.49**	.20
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	297	5	.32	.21	**.47**	.18	.21-.72	.24-.70	**.50**	.19	.32	**.47**	.18	.21-.72	**.50**	.19
Simple Moderator Analyses																
Complexity: High	297	5	.32	.21	**.54**	.21	.25-.78	.28-.80	**.57**	.22	.32	**.54**	.21	.25-.78	**.57**	.22

Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	297	5	.32	.21	**.47**	.18	.21-.72	.24-.70	**.50**	.19	.32	**.47**	.18	.21-.72	**.50**	.19
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	297	5	.32	.21	**.47**	.18	.21-.72	.24-.70	**.50**	.19	.32	**.47**	.18	.21-.72	**.50**	.19
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	297	5	.32	.21	**.46**	.19	.20-.71	.22-.71	**.49**	.20	.32	**.46**	.19	.20-.71	**.49**	.20
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	67	1	-.05	--	**-.07**	--	-.43-.28	-----	**-.08**	--	-.05	**-.07**	--	-.43-.28	**-.08**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.05	--	**-.09**	--	-.49-.33	-----	**-.10**	--	-.05	**-.09**	--	-.49-.33	**-.10**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.05	--	**-.07**	--	-.43-.28	-----	**-.08**	--	-.05	**-.07**	--	-.43-.28	**-.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.05	--	**-.07**	--	-.43-.28	-----	**-.08**	--	-.05	**-.07**	--	-.43-.28	**-.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	67	1	-.05	--	**-.07**	--	-.43-.28	-----	**-.08**	--	-.05	**-.07**	--	-.43-.28	**-.08**	--

Simple Moderator Analyses																
Complexity: High	67	1	-.05	--	**-.09**	--	-.49-.33	-----	**-.10**	--	-.05	**-.09**	--	-.49-.33	**-.10**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	-.05	--	**-.07**	--	-.43-.28	-----	**-.08**	--	-.05	**-.07**	--	-.43-.28	**-.08**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	67	1	-.05	--	**-.07**	--	-.43-.28	-----	**-.08**	--	-.05	**-.07**	--	-.43-.28	**-.08**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A61

Predictive Validity for Gv and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Age: Below 40	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Objective--Accidents---Culpable																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated																
All	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Age: Below 40	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Objective--Accidents---Undifferentiated----Frequency																
All	71	1	.07	--	**.08**	--	-.18-.33	-----	**.08**	--	.07	**.08**	--	-.18-.33	**.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	71	1	.07	--	**.08**	--	-.18-.33	-----	**.08**	--	.07	**.08**	--	-.18-.33	**.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	71	1	.07	--	**.08**	--	-.18-.33	-----	**.08**	--	.07	**.08**	--	-.18-.33	**.08**	--
Age: Below 40	71	1	.07	--	**.08**	--	-.18-.33	-----	**.08**	--	.07	**.08**	--	-.18-.33	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	71	1	.07	--	**.08**	--	-.18-.33	-----	**.08**	--	.07	**.08**	--	-.18-.33	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	71	1	.07	--	**.08**	--	-.18-.33	-----	**.08**	--	.07	**.08**	--	-.18-.33	**.08**	--
Objective--Accidents---Undifferentiated----Cost																
All	71	1	.07	--	**.07**	--	-.18-.32	-----	**.08**	--	.07	**.07**	--	-.18-.32	**.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	71	1	.07	--	**.07**	--	-.18-.32	-----	**.08**	--	.07	**.07**	--	-.18-.32	**.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	71	1	.07	--	**.07**	--	-.18-.32	-----	**.08**	--	.07	**.07**	--	-.18-.32	**.08**	--
Age: Below 40	71	1	.07	--	**.07**	--	-.18-.33	-----	**.08**	--	.07	**.07**	--	-.18-.33	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	71	1	.07	--	**.07**	--	-.18-.32	-----	**.08**	--	.07	**.07**	--	-.18-.32	**.08**	--

																	848
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	71	1	.07	--	**.07**	--	-.18-.32	-----	**.08**	--	.07	**.07**	--	-.18-.32	**.08**	--	

Table A62

Predictive Validity for Gv and Potential

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11	.31	**.45**	.10	.09-.78	**.48**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	87	3	.31	.22	**.46**	.10	.09-.79	.33-.59	**.49**	.11	.31	**.46**	.10	.09-.79	**.49**	.11
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11	.31	**.45**	.10	.09-.78	**.48**	.11
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11	.31	**.45**	.10	.09-.78	**.48**	.11
Clerical Job: No	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11	.31	**.45**	.10	.09-.78	**.48**	.11
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11	.31	**.45**	.10	.09-.78	**.48**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	87	3	.31	.22	**.46**	.10	.09-.79	.33-.59	**.49**	.11	.31	**.46**	.10	.09-.79	**.49**	.11
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11	.31	**.45**	.10	.09-.78	**.48**	.11
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

																	850
Age: 40 and above	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11		.31	**.45**	.10	.09-.78	**.48**	.11
Clerical Job: No	87	3	.31	.22	**.45**	.10	.09-.78	.31-.58	**.48**	.11		.31	**.45**	.10	.09-.78	**.48**	.11
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	--	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	--	--

Table A63

Predictive Validity for Gv and Absences/Tardiness

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A64

Predictive Validity for Gv and Attrition

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Attrition																
All	129	1	-.09	--	**-.11**	--	-.31-.10	-----	**-.12**	--	-.09	**-.11**	--	-.31-.10	**-.12**	--
Simple Moderator Analyses																
Complexity: High	129	1	-.09	--	**-.11**	--	-.32-.11	-----	**-.12**	--	-.09	**-.11**	--	-.32-.11	**-.12**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	129	1	-.09	--	**-.11**	--	-.31-.10	-----	**-.12**	--	-.09	**-.11**	--	-.31-.10	**-.12**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	129	1	-.09	--	**-.11**	--	-.31-.10	-----	**-.12**	--	-.09	**-.11**	--	-.31-.10	**-.12**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	129	1	-.09	--	**-.13**	--	-.36-.12	-----	**-.14**	--	-.09	**-.13**	--	-.36-.12	**-.14**	--
Objective--Attrition---Undifferentiated																
All	129	1	-.09	--	**-.11**	--	-.31-.10	-----	**-.12**	--	-.09	**-.11**	--	-.31-.10	**-.12**	--
Simple Moderator Analyses																
Complexity: High	129	1	-.09	--	**-.11**	--	-.32-.11	-----	**-.12**	--	-.09	**-.11**	--	-.32-.11	**-.12**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	129	1	-.09	--	**-.11**	--	-.31-.10	-----	**-.12**	--	-.09	**-.11**	--	-.31-.10	**-.12**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	129	1	-.09	--	**-.11**	--	-.31-.10	-----	**-.12**	--	-.09	**-.11**	--	-.31-.10	**-.12**	--

																	853
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	129	1	-.09	--	**-.13**	--	-.36-.12	-----	**-.14**	--	-.09	**-.13**	--	-.36-.12	**-.14**	--	

Table A65

Predictive Validity for Gv and Miscellaneous Other

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	.03	--	**.05**	--	-.09-.19	-----	**.06**	--	.03	**.05**	--	-.17-.27	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	519	1	.03	--	**.05**	--	-.09-.19	-----	**.06**	--	.03	**.05**	--	-.09-.19	**.06**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	519	1	.03	--	**.05**	--	-.09-.19	-----	**.06**	--	.03	**.05**	--	-.17-.27	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Creativity																
All	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00	.20	**.29**	.00	.13-.45	**.31**	.00
Simple Moderator Analyses																
Complexity: High	63	4	.20	.11	**.35**	.00	.16-.52	.35-.35	**.37**	.00	.20	**.35**	.00	.16-.52	**.37**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00	.20	**.29**	.00	.13-.45	**.31**	.00
Age: Below 40	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00	.20	**.29**	.00	.13-.45	**.31**	.00

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00		.20	**.29**	.00	.13-.45	**.31**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	63	4	.20	.11	**.29**	.00	.13-.44	.29-.29	**.31**	.00		.20	**.29**	.00	.13-.44	**.31**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																	
All	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00		.20	**.29**	.00	.13-.45	**.31**	.00
Simple Moderator Analyses																	
Complexity: High	63	4	.20	.11	**.35**	.00	.16-.52	.35-.35	**.37**	.00		.20	**.35**	.00	.16-.52	**.37**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00		.20	**.29**	.00	.13-.45	**.31**	.00
Age: Below 40	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00		.20	**.29**	.00	.13-.45	**.31**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	63	4	.20	.11	**.29**	.00	.13-.45	.29-.29	**.31**	.00		.20	**.29**	.00	.13-.45	**.31**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	63	4	.20	.11	**.29**	.00	.13-.44	.29-.29	**.31**	.00		.20	**.29**	.00	.13-.44	**.31**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Adaptability																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--

Table A66

Predictive Validity of Ga and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A67

Predictive Validity for Ga and Task Performance

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Production Record																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A68

Predictive Validity for Ga and Overall Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	200	4	.05	.06	**.10**	.00	-.01-.21	.10-.10	**.11**	.00	.05	**.10**	.00	-.01-.21	**.11**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	52	2	.05	.14	**.10**	.00	-.28-.45	.10-.10	**.10**	.00	.05	**.10**	.00	-.28-.45	**.10**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	200	4	.05	.06	**.10**	.00	-.01-.21	.10-.10	**.11**	.00	.05	**.10**	.00	-.01-.21	**.11**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	169	3	.04	.05	**.07**	.00	-.04-.19	.07-.07	**.08**	.00	.04	**.07**	.00	-.04-.19	**.08**	.00
Clerical Job: Yes	31	1	.13	--	**.25**	--	-.42-.78	-----	**.27**	--	.13	**.25**	--	-.42-.78	**.27**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	52	2	.05	.14	**.10**	.00	-.28-.45	.10-.10	**.10**	.00	.05	**.10**	.00	-.28-.45	**.10**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	52	2	.05	.14	**.10**	.00	-.28-.45	.10-.10	**.10**	.00	.05	**.10**	.00	-.28-.45	**.10**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	21	1	-.07	--	**-.14**	--	-.81-.64	-----	**-.15**	--	-.07	**-.14**	--	-.81-.64	**-.15**	--
Clerical Job: Yes	31	1	.13	--	**.25**	--	-.42-.78	-----	**.27**	--	.13	**.25**	--	-.42-.78	**.27**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	200	4	.05	.06	**.10**	.00	-.01-.21	.10-.10	**.11**	.00	.05	**.10**	.00	-.01-.21	**.11**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	52	2	.05	.14	**.10**	.00	-.28-.45	.10-.10	**.10**	.00	.05	**.10**	.00	-.28-.45	**.10**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	200	4	.05	.06	**.10**	.00	-.01-.21	.10-.10	**.11**	.00	.05	**.10**	.00	-.01-.21	**.11**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	169	3	.04	.05	**.07**	.00	-.04-.19	.07-.07	**.08**	.00	.04	**.07**	.00	-.04-.19	**.08**	.00
Clerical Job: Yes	31	1	.13	--	**.25**	--	-.42-.78	-----	**.27**	--	.13	**.25**	--	-.42-.78	**.27**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	52	2	.05	.14	**.10**	.00	-.28-.45	.10-.10	**.10**	.00	.05	**.10**	.00	-.28-.45	**.10**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	52	2	.05	.14	**.10**	.00	-.28-.45	.10-.10	**.10**	.00	.05	**.10**	.00	-.28-.45	**.10**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	21	1	-.07	--	**-.14**	--	-.81-.64	-----	**-.15**	--	-.07	**-.14**	--	-.81-.64	**-.15**	--
Clerical Job: Yes	31	1	.13	--	**.25**	--	-.42-.78	-----	**.27**	--	.13	**.25**	--	-.42-.78	**.27**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A69

Predictive Validity for Ga and CWB

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A70

Predictive Validity for Ga and OCB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A71

Predictive Validity for Ga and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A72

Predictive Validity for Ga and Accidents

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A73

Predictive Validity for Ga and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A74

Predictive Validity for Ga and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A75

Predictive Validity for Ga and Attrition

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A76

Predictive Validity for Ga and Miscellaneous Other

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A77

Predictive Validity of Gs and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	69,018	19	.14	.03	**.29**	.00	.27-.31	.29-.29	**.31**	.00	.23	**.44**	.06	.36-.52	**.48**	.06
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,066	15	.23	.11	**.33**	.00	.25-.41	.33-.33	**.36**	.00	.23	**.34**	.00	.26-.41	**.36**	.00
Complexity: Low	265	2	.24	.00	**.45**	.00	.45-.46	.45-.45	**.49**	.00	.24	**.46**	.00	.45-.46	**.50**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	67,849	6	.14	.01	**.29**	.00	.28-.30	.29-.29	**.31**	.00	.16	**.32**	.00	.26-.37	**.34**	.00
Sample Type: Civilian	1,169	13	.30	.10	**.35**	.00	.29-.41	.35-.35	**.37**	.00	.30	**.35**	.00	.29-.41	**.38**	.00
Age: Below 40	69	1	.13	--	**.27**	--	-.22-.64	-----	**.29**	--	.13	**.27**	--	-.22-.64	**.29**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	68,921	15	.14	.02	**.29**	.00	.27-.32	.29-.29	**.32**	.00	.23	**.45**	.09	.36-.53	**.49**	.10
Clerical Job: Yes	97	4	.24	.11	**.28**	.00	.16-.40	.28-.28	**.30**	.00	.24	**.28**	.00	.16-.40	**.30**	.00
Context: Research	2,230	14	.23	.10	**.36**	.00	.28-.43	.36-.36	**.38**	.00	.24	**.37**	.00	.29-.45	**.40**	.00
Context: Admin.	66,629	1	.14	--	**.29**	--	.28-.31	-----	**.32**	--	.14	**.29**	--	.09-.47	**.32**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,066	15	.23	.11	**.33**	.00	.25-.41	.33-.33	**.36**	.00	.23	**.34**	.00	.26-.41	**.36**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	965	4	.15	.01	**.26**	.00	.25-.28	.26-.26	**.29**	.00	.15	**.26**	.00	.25-.28	**.29**	.00
Age: Below 40	69	1	.13	--	**.24**	--	-.19-.59	-----	**.26**	--	.13	**.24**	--	-.19-.59	**.26**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	965	4	.15	.01	**.26**	.00	.25-.28	.26-.26	**.29**	.00	.15	**.26**	.00	.25-.28	**.29**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	965	4	.15	.01	**.26**	.00	.25-.28	.26-.26	**.29**	.00	.15	**.26**	.00	.25-.28	**.29**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,101	11	.30	.10	**.37**	.00	.30-.44	.37-.37	**.40**	.00	.31	**.37**	.00	.30-.44	**.40**	.00

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,004	7	.31	.10	**.38**	.00	.29-.47	.38-.38	**.40**	.00	.31	**.38**	.00	.29-.47	**.41**	.00
Clerical Job: Yes	97	4	.24	.11	**.30**	.00	.17-.42	.30-.30	**.32**	.00	.24	**.30**	.00	.17-.42	**.32**	.00
Context: Research	942	7	.31	.11	**.38**	.00	.28-.47	.38-.38	**.40**	.00	.31	**.38**	.00	.28-.47	**.40**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	265	2	.24	.00	**.45**	.00	.45-.46	.45-.45	**.49**	.00	.24	**.46**	.00	.45-.46	**.50**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.24	--	**.46**	--	.25-.63	-----	**.50**	--	.24	**.46**	--	.25-.63	**.50**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.24	--	**.46**	--	.25-.63	-----	**.50**	--	.24	**.46**	--	.25-.63	**.50**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.24	--	**.46**	--	.25-.63	-----	**.50**	--	.24	**.46**	--	.25-.63	**.50**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	10	1	.24	--	**.29**	--	-.48-.98	-----	**.31**	--	.24	**.29**	--	-.48-.98	**.31**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	10	1	.24	--	**.29**	--	-.48-.98	-----	**.31**	--	.24	**.29**	--	-.48-.98	**.31**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	10	1	.24	--	**.29**	--	-.48-.98	-----	**.31**	--	.24	**.29**	--	-.48-.98	**.31**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	3,241	33	.18	.13	**.26**	.09	.20-.33	.15-.38	**.28**	.10	.19	**.27**	.10	.21-.34	**.29**	.10
Simple Moderator Analyses																
Complexity: High	136	2	.20	.01	**.33**	.00	.31-.34	.33-.33	**.35**	.00	.20	**.33**	.00	.31-.34	**.35**	.00
Complexity: Medium	1,946	20	.20	.12	**.31**	.00	.23-.38	.31-.31	**.33**	.00	.20	**.32**	.00	.23-.40	**.34**	.00
Complexity: Low	129	2	.16	.18	**.24**	.18	-.14-.59	.01-.46	**.25**	.19	.16	**.24**	.18	-.14-.59	**.25**	.19
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.15	--	**.38**	--	-.21-.76	-----	**.41**	--	.15	**.38**	--	-.21-.76	**.41**	--
Sample Type: Civilian	3,172	32	.18	.13	**.26**	.10	.20-.33	.14-.39	**.28**	.11	.18	**.27**	.10	.20-.34	**.29**	.11
Age: Below 40	776	4	.11	.06	**.16**	.00	.07-.25	.16-.16	**.18**	.00	.09	**.14**	.00	.01-.26	**.15**	.00
Age: 40 and above	88	2	.35	.06	**.50**	.00	.38-.62	.50-.50	**.54**	.00	.35	**.50**	.00	.38-.62	**.54**	.00
Clerical Job: No	1,964	19	.18	.13	**.27**	.06	.19-.36	.20-.35	**.29**	.06	.19	**.29**	.07	.20-.38	**.31**	.07

Clerical Job: Yes	1,277	14	.18	.14	**.26**	.12	.15-.37	.11-.41	**.28**	.13	.18	**.26**	.12	.15-.37	**.28**	.13
Context: Research	2,149	18	.20	.12	**.31**	.00	.22-.39	.31-.31	**.33**	.00	.21	**.32**	.00	.24-.40	**.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	211	3	.34	.00	**.50**	.00	.50-.50	.50-.50	**.53**	.00	.34	**.50**	.00	.50-.50	**.53**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	211	3	.34	.00	**.50**	.00	.50-.50	.50-.50	**.53**	.00	.34	**.50**	.00	.50-.50	**.53**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	211	3	.34	.00	**.51**	.00	.51-.51	.51-.51	**.54**	.00	.34	**.51**	.00	.51-.51	**.54**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	141	2	.34	.00	**.51**	.00	.51-.51	.51-.51	**.55**	.00	.34	**.51**	.00	.51-.51	**.55**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	3,030	30	.17	.13	**.25**	.10	.18-.32	.12-.38	**.27**	.11	.17	**.26**	.11	.18-.33	**.28**	.12
Simple Moderator Analyses																
Complexity: High	136	2	.20	.01	**.33**	.00	.31-.34	.33-.33	**.35**	.00	.20	**.33**	.00	.31-.34	**.35**	.00
Complexity: Medium	1,946	20	.20	.13	**.31**	.00	.22-.39	.31-.31	**.33**	.00	.20	**.32**	.00	.23-.40	**.34**	.00
Complexity: Low	129	2	.16	.18	**.24**	.18	-.14-.59	.01-.46	**.25**	.19	.16	**.24**	.18	-.14-.59	**.25**	.19
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.15	--	**.38**	--	-.21-.76	-----	**.41**	--	.15	**.38**	--	-.21-.76	**.41**	--
Sample Type: Civilian	2,961	29	.17	.13	**.25**	.11	.18-.32	.11-.38	**.26**	.12	.17	**.25**	.11	.18-.32	**.27**	.12
Age: Below 40	776	4	.11	.06	**.16**	.00	.07-.25	.16-.16	**.18**	.00	.09	**.14**	.00	.01-.26	**.15**	.00
Age: 40 and above	88	2	.36	.08	**.52**	.00	.36-.67	.52-.52	**.56**	.00	.36	**.52**	.00	.36-.67	**.56**	.00
Clerical Job: No	1,753	16	.16	.13	**.24**	.08	.15-.33	.14-.35	**.26**	.09	.17	**.25**	.09	.15-.36	**.27**	.10
Clerical Job: Yes	1,277	14	.18	.15	**.26**	.12	.15-.37	.11-.42	**.28**	.13	.18	**.27**	.12	.16-.37	**.28**	.13
Context: Research	2,008	16	.19	.12	**.29**	.00	.20-.38	.29-.29	**.31**	.00	.20	**.31**	.00	.21-.40	**.33**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																

																878
All	2,453	22	.15	.12	**.22**	.07	.15-.29	.12-.32	**.24**	.08	.16	**.23**	.08	.15-.31	**.25**	.08
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,877	18	.18	.12	**.28**	.00	.19-.36	.28-.28	**.30**	.00	.18	**.29**	.00	.20-.37	**.31**	.00
Complexity: Low	76	1	.03	--	**.05**	--	-.29-.38	-----	**.05**	--	.03	**.05**	--	-.29-.38	**.05**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.15	--	**.38**	--	-.21-.76	-----	**.41**	--	.15	**.38**	--	-.21-.76	**.41**	--
Sample Type: Civilian	2,384	21	.15	.12	**.22**	.08	.14-.29	.11-.32	**.23**	.09	.15	**.22**	.09	.14-.30	**.24**	.09
Age: Below 40	742	3	.12	.04	**.18**	.00	.12-.24	.18-.18	**.19**	.00	.11	**.17**	.00	.10-.25	**.19**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,548	12	.14	.12	**.21**	.10	.10-.31	.08-.34	**.22**	.11	.14	**.22**	.11	.10-.34	**.24**	.12
Clerical Job: Yes	905	10	.17	.11	**.25**	.00	.15-.35	.25-.25	**.27**	.00	.17	**.25**	.00	.15-.35	**.27**	.00
Context: Research	1,750	11	.16	.12	**.25**	.07	.14-.35	.16-.34	**.27**	.08	.17	**.26**	.07	.15-.37	**.28**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	1,631	17	.23	.15	**.34**	.12	.23-.44	.18-.49	**.36**	.13	.23	**.34**	.12	.24-.44	**.37**	.13
Simple Moderator Analyses																
Complexity: High	136	2	.20	.01	**.33**	.00	.31-.34	.33-.33	**.35**	.00	.20	**.33**	.00	.31-.34	**.35**	.00
Complexity: Medium	1,047	10	.26	.13	**.40**	.00	.28-.52	.40-.40	**.43**	.00	.27	**.41**	.00	.28-.52	**.43**	.00
Complexity: Low	129	2	.17	.17	**.25**	.14	-.09-.58	.08-.43	**.27**	.15	.17	**.25**	.14	-.09-.58	**.27**	.15
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,631	17	.23	.15	**.34**	.12	.23-.44	.18-.49	**.36**	.13	.23	**.34**	.12	.23-.44	**.36**	.13
Age: Below 40	34	1	-.10	--	**-.14**	--	-.62-.36	-----	**-.15**	--	-.10	**-.14**	--	-.62-.36	**-.15**	--
Age: 40 and above	88	2	.36	.08	**.52**	.00	.36-.67	.52-.52	**.56**	.00	.36	**.52**	.00	.36-.67	**.56**	.00
Clerical Job: No	835	9	.22	.15	**.33**	.12	.18-.47	.18-.47	**.35**	.12	.22	**.34**	.12	.18-.49	**.36**	.13
Clerical Job: Yes	796	8	.24	.16	**.35**	.13	.20-.50	.18-.52	**.38**	.14	.24	**.35**	.13	.20-.50	**.38**	.14
Context: Research	1,266	13	.25	.13	**.38**	.00	.27-.48	.38-.38	**.40**	.00	.25	**.38**	.00	.28-.49	**.41**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	843	5	.24	.06	**.35**	.00	.28-.42	.35-.35	**.37**	.00	.24	**.35**	.00	.28-.43	**.38**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	843	5	.24	.06	**.36**	.00	.29-.44	.36-.36	**.39**	.00	.24	**.36**	.00	.29-.44	**.39**	.00

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	843	5	.24	.06	**.35**	.00	.28-.42	.35-.35	**.37**	.00	.24	**.35**	.00	.28-.42	**.38**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.22	.04	**.33**	.00	.25-.41	.33-.33	**.35**	.00	.22	**.34**	.00	.26-.42	**.36**	.00
Clerical Job: Yes	378	3	.26	.08	**.37**	.00	.25-.50	.37-.37	**.40**	.00	.26	**.37**	.00	.25-.50	**.40**	.00
Context: Research	843	5	.24	.06	**.36**	.00	.29-.43	.36-.36	**.39**	.00	.24	**.36**	.00	.29-.44	**.39**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	378	3	.26	.08	**.38**	.00	.25-.50	.38-.38	**.41**	.00	.26	**.38**	.00	.25-.50	**.41**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	378	3	.26	.08	**.40**	.00	.27-.52	.40-.40	**.43**	.00	.26	**.40**	.00	.27-.52	**.43**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	378	3	.26	.08	**.38**	.00	.25-.50	.38-.38	**.41**	.00	.26	**.38**	.00	.25-.50	**.41**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	378	3	.26	.08	**.37**	.00	.25-.50	.37-.37	**.40**	.00	.26	**.37**	.00	.25-.50	**.40**	.00
Context: Research	378	3	.26	.08	**.39**	.00	.26-.52	.39-.39	**.42**	.00	.26	**.39**	.00	.26-.52	**.42**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	465	2	.22	.04	**.32**	.00	.25-.40	.32-.32	**.35**	.00	.22	**.33**	.00	.25-.40	**.35**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	465	2	.22	.04	**.34**	.00	.26-.41	.34-.34	**.36**	.00	.22	**.34**	.00	.26-.42	**.36**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	465	2	.22	.04	**.32**	.00	.25-.40	.32-.32	**.35**	.00	.22	**.32**	.00	.25-.40	**.35**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.22	.04	**.33**	.00	.25-.41	.33-.33	**.35**	.00	.22	**.34**	.00	.26-.42	**.36**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	465	2	.22	.04	**.33**	.00	.26-.41	.33-.33	**.36**	.00	.22	**.34**	.00	.26-.42	**.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	124	3	.39	.06	**.56**	.00	.47-.66	.56-.56	**.61**	.00	.39	**.56**	.00	.47-.66	**.61**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	124	3	.39	.06	**.58**	.00	.48-.68	.58-.58	**.63**	.00	.39	**.58**	.00	.48-.68	**.63**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	124	3	.39	.06	**.56**	.00	.47-.66	.56-.56	**.61**	.00	.39	**.56**	.00	.47-.66	**.61**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	35	1	.31	--	**.46**	--	.01-.87	-----	**.49**	--	.31	**.46**	--	.01-.87	**.49**	--
Clerical Job: No	124	3	.39	.06	**.57**	.00	.48-.67	.57-.57	**.62**	.00	.39	**.57**	.00	.48-.67	**.62**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	124	3	.39	.06	**.58**	.00	.48-.67	.58-.58	**.62**	.00	.39	**.58**	.00	.48-.67	**.62**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	124	3	.39	.06	**.56**	.00	.47-.66	.56-.56	**.61**	.00	.39	**.56**	.00	.47-.66	**.61**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	124	3	.39	.06	**.58**	.00	.48-.68	.58-.58	**.63**	.00	.39	**.58**	.00	.48-.68	**.63**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	124	3	.39	.06	**.56**	.00	.47-.66	.56-.56	**.61**	.00	.39	**.56**	.00	.47-.66	**.61**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	35	1	.31	--	**.46**	--	.01-.87	-----	**.49**	--	.31	**.46**	--	.01-.87	**.49**	--

Clerical Job: No	124	3	.39	.06	**.57**	.00	.48-.67	.57-.57	**.62**	.00	.39	**.57**	.00	.48-.67	**.62**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	124	3	.39	.06	**.58**	.00	.48-.67	.58-.58	**.62**	.00	.39	**.58**	.00	.48-.67	**.62**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A78

Predictive Validity for Gs and Task Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	2,815	19	.25	.10	**.34**	.00	.29-.40	.34-.34	**.40**	.00	.25	**.35**	.00	.29-.40	**.40**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,219	13	.29	.08	**.38**	.00	.33-.42	.38-.38	**.43**	.00	.29	**.38**	.00	.33-.42	**.43**	.00
Complexity: Low	460	4	.12	.15	**.23**	.20	-.06-.48	-.03-.49	**.25**	.22	.13	**.25**	.25	-.10-.55	**.27**	.27
Sample Type: USES	114	2	.25	.06	**.41**	.00	.28-.53	.41-.41	**.46**	.00	.25	**.41**	.00	.28-.53	**.46**	.00
Sample Type: Military	1,544	5	.27	.04	**.35**	.00	.29-.40	.35-.35	**.42**	.00	.27	**.35**	.00	.29-.40	**.42**	.00
Sample Type: Civilian	1,157	12	.23	.13	**.31**	.10	.21-.40	.18-.43	**.33**	.10	.23	**.31**	.10	.21-.40	**.33**	.10
Age: Below 40	263	4	.20	.17	**.33**	.14	.06-.57	.15-.51	**.37**	.15	.20	**.33**	.14	.06-.57	**.37**	.15
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,169	11	.26	.08	**.36**	.00	.29-.42	.36-.36	**.42**	.00	.26	**.36**	.00	.30-.42	**.42**	.00
Clerical Job: Yes	646	8	.23	.15	**.30**	.14	.16-.44	.13-.48	**.33**	.15	.23	**.30**	.14	.16-.44	**.33**	.15
Context: Research	2,489	13	.27	.08	**.37**	.00	.32-.42	.37-.37	**.43**	.00	.27	**.37**	.00	.32-.42	**.43**	.00
Context: Admin.	122	2	.16	.31	**.29**	.47	-.47-.85	-.31-.90	**.32**	.51	.16	**.29**	.47	-.47-.85	**.32**	.51
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,219	13	.29	.08	**.38**	.00	.33-.42	.38-.38	**.43**	.00	.29	**.38**	.00	.33-.42	**.43**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.32	.00	**.40**	.00	.37-.43	.40-.40	**.47**	.00	.32	**.40**	.00	.37-.43	**.47**	.00
Age: Below 40	69	1	-.03	--	**-.06**	--	-.51-.41	-----	**-.07**	--	-.03	**-.06**	--	-.51-.41	**-.07**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,210	3	.32	.00	**.40**	.00	.37-.43	.40-.40	**.47**	.00	.32	**.40**	.00	.37-.43	**.47**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.34	.00	**.43**	.00	.42-.43	.43-.43	**.51**	.00	.34	**.43**	.00	.42-.43	**.51**	.00
Context: Admin.	69	1	-.03	--	**-.06**	--	-.51-.41	-----	**-.07**	--	-.03	**-.06**	--	-.51-.41	**-.07**	--
Sample Type: Civilian	1,009	10	.25	.09	**.34**	.00	.26-.42	.34-.34	**.37**	.00	.25	**.34**	.00	.26-.42	**.37**	.00

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	511	4	.23	.10	**.32**	.00	.18-.46	.32-.32	**.35**	.00	.23	**.32**	.00	.18-.46	**.35**	.00
Clerical Job: Yes	498	6	.26	.09	**.36**	.00	.26-.46	.36-.36	**.39**	.00	.26	**.37**	.00	.26-.46	**.39**	.00
Context: Research	820	6	.24	.07	**.34**	.00	.26-.42	.34-.34	**.36**	.00	.24	**.34**	.00	.26-.42	**.36**	.00
Context: Admin.	53	1	.41	--	**.56**	--	.25-.83	-----	**.60**	--	.41	**.56**	--	.25-.83	**.60**	--
Complexity: Low	460	4	.12	.15	**.23**	.20	-.06-.48	-.03-.49	**.25**	.22	.13	**.25**	.25	-.10-.55	**.27**	.27
Sample Type: USES	57	1	.20	--	**.34**	--	-.08-.69	-----	**.38**	--	.20	**.34**	--	-.08-.69	**.38**	--
Age: Below 40	57	1	.20	--	**.34**	--	-.08-.69	-----	**.38**	--	.20	**.34**	--	-.08-.69	**.38**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	57	1	.20	--	**.34**	--	-.08-.69	-----	**.38**	--	.20	**.34**	--	-.08-.69	**.38**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	57	1	.20	--	**.34**	--	-.08-.69	-----	**.38**	--	.20	**.34**	--	-.08-.69	**.38**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.10	--	**.24**	--	-.05-.49	-----	**.26**	--	.10	**.24**	--	-.05-.49	**.26**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.10	--	**.24**	--	-.05-.49	-----	**.26**	--	.10	**.24**	--	-.05-.49	**.26**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.10	--	**.24**	--	-.05-.49	-----	**.26**	--	.10	**.24**	--	-.05-.49	**.26**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	148	2	.12	.32	**.17**	.40	-.43-.74	-.35-.69	**.18**	.43	.12	**.17**	.40	-.43-.74	**.18**	.43
Age: Below 40	80	1	.33	--	**.45**	--	.18-.70	-----	**.48**	--	.33	**.45**	--	.18-.70	**.48**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	148	2	.12	.32	**.17**	.40	-.43-.74	-.35-.69	**.18**	.43	.12	**.17**	.40	-.43-.74	**.18**	.43
Context: Research	80	1	.33	--	**.45**	--	.18-.70	-----	**.48**	--	.33	**.45**	--	.18-.70	**.48**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	2,817	9	.16	.12	**.19**	.02	.09-.28	.16-.21	**.23**	.02	.16	**.19**	.02	.09-.28	**.23**	.02
Simple Moderator Analyses																
Complexity: High	121	1	.29	--	**.34**	--	-.40-1.00	-----	**.42**	--	.29	**.34**	--	-.40-1.00	**.42**	--
Complexity: Medium	1,647	5	.12	.13	**.14**	.09	.00-.27	.03-.25	**.16**	.10	.12	**.14**	.09	.00-.27	**.16**	.10
Complexity: Low	949	2	.23	.01	**.27**	.00	.25-.28	.27-.27	**.33**	.00	.23	**.27**	.00	.25-.28	**.33**	.00

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,817	9	.16	.12	**.19**	.02	.09-.28	.16-.21	**.23**	.02	.16	**.19**	.02	.09-.28	**.23**	.02
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,554	8	.16	.12	**.18**	.02	.09-.27	.15-.21	**.22**	.03	.16	**.18**	.02	.09-.27	**.22**	.03
Clerical Job: Yes	263	1	.49	--	**.57**	--	-.06-1.00	-----	**.71**	--	.49	**.57**	--	-.06-1.00	**.71**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,817	9	.16	.12	**.19**	.02	.09-.28	.16-.21	**.23**	.03	.16	**.19**	.02	.09-.28	**.23**	.03
Hierarchical Moderator Analysis																
Complexity: High	121	1	.29	--	**.34**	--	-.40-1.00	-----	**.42**	--	.29	**.34**	--	-.40-1.00	**.42**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	121	1	.29	--	**.34**	--	-.40-1.00	-----	**.42**	--	.29	**.34**	--	-.40-1.00	**.42**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	121	1	.29	--	**.34**	--	-.40-1.00	-----	**.42**	--	.29	**.34**	--	-.40-1.00	**.42**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	121	1	.29	--	**.34**	--	-.40-1.00	-----	**.42**	--	.29	**.34**	--	-.40-1.00	**.42**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,647	5	.12	.13	**.14**	.09	.00-.27	.03-.25	**.16**	.10	.12	**.14**	.09	.00-.27	**.16**	.10
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,647	5	.12	.13	**.14**	.09	.00-.27	.03-.25	**.16**	.10	.12	**.14**	.09	.00-.27	**.16**	.10
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,384	4	.11	.12	**.13**	.09	-.01-.27	.02-.24	**.15**	.10	.11	**.13**	.09	-.01-.27	**.15**	.10
Clerical Job: Yes	263	1	.49	--	**.57**	--	-.06-1.00	-----	**.68**	--	.49	**.57**	--	-.06-1.00	**.68**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,647	5	.12	.13	**.14**	.09	.00-.27	.03-.25	**.16**	.10	.12	**.14**	.09	.00-.27	**.16**	.10
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	949	2	.23	.01	**.27**	.00	.25-.28	.27-.27	**.33**	.00	.23	**.27**	.00	.25-.28	**.33**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	949	2	.23	.01	**.27**	.00	.25-.28	.27-.27	**.33**	.00	.23	**.27**	.00	.25-.28	**.33**	.00

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	949	2	.23	.01	**.27**	.00	.25-.28	.27-.27	**.33**	.00	.23	**.27**	.00	.25-.28	**.33**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	949	2	.23	.01	**.27**	.00	.25-.28	.27-.27	**.33**	.00	.23	**.27**	.00	.25-.28	**.33**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	2,426	44	.19	.15	**.28**	.11	.22-.35	.15-.42	**.31**	.12	.19	**.28**	.11	.22-.35	**.31**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	639	10	.20	.14	**.28**	.07	.16-.40	.19-.36	**.30**	.07	.20	**.28**	.07	.16-.40	**.30**	.07
Complexity: Low	1,720	33	.19	.16	**.29**	.13	.21-.37	.13-.46	**.33**	.14	.19	**.29**	.13	.21-.38	**.33**	.14
Sample Type: USES	1,689	33	.18	.16	**.29**	.13	.20-.38	.13-.46	**.33**	.15	.18	**.29**	.13	.21-.38	**.33**	.14
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	737	11	.21	.14	**.27**	.09	.16-.37	.15-.38	**.29**	.10	.21	**.27**	.09	.16-.37	**.29**	.10
Age: Below 40	1,641	30	.19	.15	**.30**	.10	.22-.38	.17-.43	**.34**	.11	.19	**.30**	.10	.21-.38	**.33**	.11
Age: 40 and above	200	4	.16	.21	**.26**	.23	-.07-.55	-.04-.56	**.29**	.26	.16	**.26**	.23	-.07-.55	**.29**	.26
Clerical Job: No	1,595	31	.17	.16	**.27**	.12	.18-.36	.12-.42	**.30**	.13	.17	**.27**	.12	.18-.36	**.30**	.13
Clerical Job: Yes	831	13	.23	.14	**.30**	.09	.20-.40	.19-.42	**.33**	.10	.23	**.30**	.09	.20-.40	**.33**	.10
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,115	39	.18	.15	**.29**	.08	.22-.37	.19-.40	**.33**	.09	.18	**.29**	.08	.22-.37	**.33**	.09
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	639	10	.20	.14	**.28**	.07	.16-.40	.19-.36	**.30**	.07	.20	**.28**	.07	.16-.40	**.30**	.07
Sample Type: USES	214	4	.17	.12	**.27**	.00	.08-.46	.27-.27	**.31**	.00	.17	**.27**	.00	.08-.46	**.31**	.00
Age: Below 40	214	4	.17	.12	**.27**	.00	.08-.46	.27-.27	**.31**	.00	.17	**.27**	.00	.08-.46	**.31**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	104	2	.11	.08	**.18**	.00	-.01-.35	.18-.18	**.20**	.00	.11	**.18**	.00	-.01-.35	**.20**	.00
Clerical Job: Yes	110	2	.23	.16	**.36**	.13	.02-.65	.20-.53	**.41**	.14	.23	**.36**	.13	.02-.65	**.41**	.14
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	214	4	.17	.12	**.27**	.00	.08-.46	.27-.27	**.31**	.00	.17	**.27**	.00	.08-.46	**.31**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	425	6	.21	.16	**.28**	.12	.11-.44	.13-.43	**.30**	.13		.21	**.28**	.12	.11-.44	**.30**	.13
Age: Below 40	152	1	.26	--	**.34**	--	.14-.53	-----	**.37**	--		.26	**.34**	--	.14-.53	**.37**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	425	6	.21	.16	**.28**	.12	.11-.44	.13-.43	**.30**	.13		.21	**.28**	.12	.11-.44	**.30**	.13
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	182	2	.26	.01	**.35**	.00	.33-.36	.35-.35	**.37**	.00		.26	**.35**	.00	.33-.36	**.37**	.00
Complexity: Low	1,720	33	.19	.16	**.29**	.13	.21-.37	.13-.46	**.33**	.14		.19	**.29**	.13	.21-.38	**.33**	.14
Sample Type: USES	1,475	29	.18	.17	**.29**	.15	.19-.38	.10-.48	**.33**	.16		.18	**.30**	.14	.20-.39	**.33**	.16
Age: Below 40	1,275	25	.18	.17	**.30**	.14	.19-.39	.12-.47	**.33**	.16		.19	**.30**	.14	.20-.40	**.34**	.15
Age: 40 and above	200	4	.16	.21	**.26**	.24	-.07-.55	-.05-.57	**.29**	.27		.16	**.26**	.24	-.07-.55	**.29**	.27
Clerical Job: No	1,424	28	.17	.17	**.28**	.14	.18-.37	.10-.45	**.31**	.16		.18	**.28**	.14	.19-.38	**.32**	.15
Clerical Job: Yes	51	1	.41	--	**.61**	--	.28-.84	-----	**.68**	--		.41	**.61**	--	.28-.84	**.68**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	1,475	29	.18	.17	**.29**	.15	.19-.38	.10-.48	**.33**	.16		.18	**.29**	.15	.20-.38	**.33**	.16
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	245	4	.23	.14	**.30**	.05	.13-.48	.23-.37	**.33**	.06		.23	**.30**	.05	.13-.48	**.33**	.06
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	245	4	.23	.14	**.30**	.05	.13-.48	.23-.37	**.33**	.06		.23	**.30**	.05	.13-.48	**.33**	.06
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	177	3	.17	.10	**.22**	.00	.08-.37	.22-.22	**.24**	.00		.17	**.22**	.00	.08-.37	**.24**	.00
Subjective--Supervisor Ratings---All Task Performance Measures																	
All	31,656	363	.19	.11	**.33**	.00	.31-.35	.33-.33	**.36**	.00		.19	**.33**	.00	.31-.35	**.37**	.00
Simple Moderator Analyses																	
Complexity: High	2,980	42	.19	.11	**.36**	.00	.30-.41	.36-.36	**.40**	.00		.19	**.36**	.00	.30-.41	**.40**	.00
Complexity: Medium	16,780	157	.18	.11	**.32**	.00	.29-.35	.32-.32	**.36**	.00		.18	**.32**	.00	.29-.35	**.35**	.00
Complexity: Low	9,692	141	.20	.13	**.36**	.00	.32-.39	.36-.36	**.40**	.00		.20	**.37**	.00	.33-.40	**.41**	.00
Sample Type: USES	24,352	296	.20	.11	**.36**	.00	.34-.39	.36-.36	**.41**	.00		.20	**.37**	.00	.35-.39	**.42**	.00
Sample Type: Military	443	1	.03	--	**.09**	--	-.16-.32	-----	**.09**	--		.03	**.09**	--	-.16-.32	**.09**	--
Sample Type: Civilian	6,861	66	.15	.11	**.22**	.04	.18-.27	.18-.27	**.24**	.04		.15	**.22**	.04	.18-.27	**.24**	.04
Age: Below 40	24,692	279	.18	.11	**.33**	.00	.31-.36	.33-.33	**.37**	.00		.19	**.34**	.00	.31-.37	**.38**	.00
Age: 40 and above	2,922	38	.23	.10	**.41**	.00	.35-.46	.41-.41	**.46**	.00		.23	**.42**	.00	.36-.47	**.47**	.00

Clerical Job: No	23,528	288	.19	.12	**.35**	.00	.32-.37	.35-.35	**.39**	.00	.19	**.35**	.00	.33-.38	**.39**	.00
Clerical Job: Yes	8,128	75	.17	.10	**.27**	.00	.23-.30	.27-.27	**.30**	.00	.17	**.27**	.00	.23-.30	**.29**	.00
Context: Research	26,634	299	.19	.11	**.33**	.00	.31-.36	.33-.33	**.37**	.00	.19	**.33**	.00	.31-.36	**.37**	.00
Context: Admin.	106	1	.14	--	**.27**	--	-.10-.58	-----	**.30**	--	.14	**.27**	--	-.10-.58	**.30**	--
Hierarchical Moderator Analysis																
Complexity: High	2,980	42	.19	.11	**.36**	.00	.30-.41	.36-.36	**.40**	.00	.19	**.36**	.00	.30-.41	**.40**	.00
Sample Type: USES	2,844	40	.19	.10	**.37**	.00	.31-.43	.37-.37	**.42**	.00	.20	**.37**	.00	.31-.43	**.42**	.00
Age: Below 40	2,060	30	.18	.11	**.34**	.00	.27-.41	.34-.34	**.38**	.00	.18	**.34**	.00	.27-.41	**.39**	.00
Age: 40 and above	784	10	.25	.07	**.46**	.00	.39-.53	.46-.46	**.52**	.00	.25	**.46**	.00	.39-.54	**.52**	.00
Clerical Job: No	2,844	40	.19	.10	**.37**	.00	.31-.43	.37-.37	**.42**	.00	.20	**.37**	.00	.31-.43	**.42**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.20	.11	**.38**	.00	.32-.45	.38-.38	**.43**	.00	.20	**.39**	.00	.32-.45	**.43**	.00
Context: Admin.	106	1	.14	--	**.27**	--	-.10-.58	-----	**.30**	--	.14	**.27**	--	-.10-.58	**.30**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	136	2	.01	.03	**.02**	.00	-.05-.10	.02-.02	**.02**	.00	.01	**.02**	.00	-.05-.10	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	136	2	.01	.03	**.02**	.00	-.05-.10	.02-.02	**.02**	.00	.01	**.02**	.00	-.05-.10	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	136	2	.01	.03	**.02**	.00	-.05-.10	.02-.02	**.02**	.00	.01	**.02**	.00	-.05-.10	**.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	16,780	157	.18	.11	**.32**	.00	.29-.35	.32-.32	**.36**	.00	.18	**.32**	.00	.29-.35	**.35**	.00
Sample Type: USES	12,092	118	.20	.10	**.36**	.00	.33-.39	.36-.36	**.40**	.00	.20	**.36**	.00	.32-.39	**.40**	.00
Age: Below 40	10,742	103	.19	.10	**.35**	.00	.32-.38	.35-.35	**.40**	.00	.19	**.34**	.00	.31-.38	**.39**	.00
Age: 40 and above	1,350	15	.23	.11	**.41**	.00	.32-.50	.41-.41	**.47**	.00	.24	**.43**	.00	.33-.52	**.48**	.00
Clerical Job: No	9,158	95	.20	.11	**.36**	.00	.33-.40	.36-.36	**.41**	.00	.20	**.36**	.00	.32-.40	**.41**	.00
Clerical Job: Yes	2,934	23	.19	.08	**.34**	.00	.29-.40	.34-.34	**.39**	.00	.19	**.34**	.00	.28-.40	**.38**	.00
Context: Research	11,437	108	.20	.10	**.36**	.00	.33-.39	.36-.36	**.40**	.00	.19	**.35**	.00	.32-.39	**.40**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--
Age: Below 40	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	4,245	38	.16	.11	**.24**	.00	.19-.30	.24-.24	**.26**	.00	.16	**.25**	.01	.19-.30	**.26**	.01
Age: Below 40	2,309	14	.11	.08	**.18**	.00	.11-.24	.18-.18	**.19**	.00	.11	**.18**	.00	.11-.24	**.19**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,770	14	.13	.12	**.20**	.09	.11-.30	.08-.32	**.22**	.10	.13	**.21**	.10	.10-.31	**.22**	.11
Clerical Job: Yes	2,475	24	.18	.11	**.27**	.00	.20-.33	.27-.27	**.29**	.00	.18	**.28**	.00	.21-.35	**.30**	.00
Context: Research	3,074	20	.13	.10	**.21**	.02	.14-.27	.18-.23	**.22**	.02	.13	**.21**	.03	.14-.28	**.22**	.03
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	9,692	141	.20	.13	**.36**	.00	.32-.39	.36-.36	**.40**	.00	.20	**.37**	.00	.33-.40	**.41**	.00
Sample Type: USES	9,206	134	.20	.13	**.37**	.00	.33-.40	.37-.37	**.41**	.00	.21	**.38**	.00	.34-.42	**.43**	.00
Age: Below 40	8,478	122	.20	.13	**.37**	.00	.33-.41	.37-.37	**.41**	.00	.21	**.38**	.00	.34-.42	**.43**	.00
Age: 40 and above	728	12	.21	.13	**.37**	.00	.25-.49	.37-.37	**.42**	.00	.21	**.37**	.00	.25-.49	**.42**	.00
Clerical Job: No	8,426	128	.20	.13	**.37**	.00	.33-.41	.37-.37	**.42**	.00	.21	**.38**	.00	.34-.42	**.43**	.00
Clerical Job: Yes	780	6	.19	.11	**.34**	.06	.19-.48	.27-.41	**.38**	.06	.19	**.34**	.07	.17-.49	**.38**	.08
Context: Research	8,200	124	.20	.13	**.37**	.00	.33-.40	.37-.37	**.41**	.00	.21	**.37**	.00	.33-.41	**.42**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	486	7	.13	.09	**.20**	.00	.10-.30	.20-.20	**.21**	.00	.13	**.20**	.00	.10-.30	**.21**	.00
Age: Below 40	308	5	.11	.10	**.17**	.00	.04-.30	.17-.17	**.18**	.00	.11	**.17**	.00	.04-.30	**.18**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	145	2	.16	.08	**.24**	.00	.08-.40	.24-.24	**.26**	.00	.16	**.24**	.00	.08-.40	**.26**	.00
Clerical Job: Yes	341	5	.12	.10	**.18**	.00	.05-.31	.18-.18	**.19**	.00	.12	**.18**	.00	.05-.31	**.19**	.00
Context: Research	384	6	.11	.09	**.17**	.00	.06-.27	.17-.17	**.18**	.00	.11	**.17**	.00	.06-.27	**.18**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	31,656	363	.19	.11	**.33**	.00	.31-.35	.33-.33	**.36**	.00	.19	**.33**	.00	.31-.35	**.37**	.00
Simple Moderator Analyses																
Complexity: High	2,980	42	.19	.11	**.36**	.00	.30-.41	.36-.36	**.40**	.00	.19	**.36**	.00	.30-.41	**.40**	.00
Complexity: Medium	16,780	157	.18	.11	**.32**	.00	.29-.35	.32-.32	**.36**	.00	.18	**.32**	.00	.29-.35	**.36**	.00
Complexity: Low	9,692	141	.20	.13	**.36**	.00	.32-.39	.36-.36	**.40**	.00	.20	**.37**	.00	.33-.40	**.41**	.00

Sample Type: USES	24,352	296	.20	.11	**.36**	.00	.34-.39	.36-.36	**.41**	.00	.20	**.37**	.00	.35-.39	**.42**	.00
Sample Type: Military	443	1	.03	--	**.09**	--	-.16-.32	-----	**.09**	--	.03	**.09**	--	-.16-.32	**.09**	--
Sample Type: Civilian	6,861	66	.15	.11	**.22**	.02	.18-.27	.19-.25	**.24**	.03	.15	**.23**	.03	.18-.27	**.24**	.03
Age: Below 40	24,692	279	.18	.11	**.33**	.00	.31-.36	.33-.33	**.37**	.00	.19	**.34**	.00	.31-.37	**.38**	.00
Age: 40 and above	2,922	38	.23	.10	**.41**	.00	.35-.46	.41-.41	**.46**	.00	.23	**.42**	.00	.36-.47	**.47**	.00
Clerical Job: No	23,528	288	.19	.12	**.35**	.00	.32-.37	.35-.35	**.39**	.00	.19	**.35**	.00	.33-.38	**.39**	.00
Clerical Job: Yes	8,128	75	.17	.10	**.27**	.00	.23-.30	.27-.27	**.29**	.00	.17	**.27**	.00	.23-.30	**.29**	.00
Context: Research	26,634	299	.19	.11	**.33**	.00	.31-.36	.33-.33	**.37**	.00	.19	**.34**	.00	.31-.36	**.37**	.00
Context: Admin.	106	1	.14	--	**.27**	--	-.10-.58	-----	**.30**	--	.14	**.27**	--	-.10-.58	**.30**	--
Hierarchical Moderator Analysis																
Complexity: High	2,980	42	.19	.11	**.36**	.00	.30-.41	.36-.36	**.40**	.00	.19	**.36**	.00	.30-.41	**.40**	.00
Sample Type: USES	2,844	40	.19	.10	**.37**	.00	.31-.43	.37-.37	**.42**	.00	.20	**.37**	.00	.31-.43	**.42**	.00
Age: Below 40	2,060	30	.18	.11	**.34**	.00	.27-.41	.34-.34	**.38**	.00	.18	**.34**	.00	.27-.41	**.39**	.00
Age: 40 and above	784	10	.25	.07	**.46**	.00	.39-.53	.46-.46	**.52**	.00	.25	**.46**	.00	.39-.54	**.52**	.00
Clerical Job: No	2,844	40	.19	.10	**.37**	.00	.31-.43	.37-.37	**.42**	.00	.20	**.37**	.00	.31-.43	**.42**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.20	.11	**.38**	.00	.32-.45	.38-.38	**.43**	.00	.20	**.39**	.00	.32-.45	**.43**	.00
Context: Admin.	106	1	.14	--	**.27**	--	-.10-.58	-----	**.30**	--	.14	**.27**	--	-.10-.58	**.30**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	136	2	.01	.03	**.02**	.00	-.05-.10	.02-.02	**.02**	.00	.01	**.02**	.00	-.05-.10	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	136	2	.01	.03	**.02**	.00	-.05-.10	.02-.02	**.02**	.00	.01	**.02**	.00	-.05-.10	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	136	2	.01	.03	**.02**	.00	-.05-.10	.02-.02	**.02**	.00	.01	**.02**	.00	-.05-.10	**.02**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	16,780	157	.18	.11	**.32**	.00	.29-.35	.32-.32	**.36**	.00	.18	**.32**	.00	.29-.35	**.36**	.00
Sample Type: USES	12,092	118	.20	.10	**.36**	.00	.33-.39	.36-.36	**.40**	.00	.20	**.36**	.00	.32-.39	**.40**	.00
Age: Below 40	10,742	103	.19	.10	**.35**	.00	.32-.38	.35-.35	**.40**	.00	.19	**.34**	.00	.31-.38	**.39**	.00
Age: 40 and above	1,350	15	.23	.11	**.41**	.00	.32-.50	.41-.41	**.47**	.00	.24	**.43**	.00	.33-.52	**.48**	.00
Clerical Job: No	9,158	95	.20	.11	**.36**	.00	.33-.40	.36-.36	**.41**	.00	.20	**.36**	.00	.32-.40	**.41**	.00
Clerical Job: Yes	2,934	23	.19	.08	**.34**	.00	.29-.40	.34-.34	**.39**	.00	.19	**.34**	.00	.28-.40	**.38**	.00
Context: Research	11,437	108	.20	.10	**.36**	.00	.33-.39	.36-.36	**.40**	.00	.19	**.35**	.00	.32-.39	**.40**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--
Age: Below 40	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	443	1	.03	--	**.08**	--	-.14-.28	-----	**.08**	--	.03	**.08**	--	-.14-.28	**.08**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	4,245	38	.16	.11	**.24**	.00	.19-.30	.24-.24	**.26**	.00	.16	**.25**	.00	.19-.30	**.27**	.00
Age: Below 40	2,309	14	.11	.08	**.18**	.00	.11-.24	.18-.18	**.19**	.00	.11	**.18**	.00	.11-.24	**.19**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,770	14	.14	.12	**.22**	.09	.12-.31	.11-.32	**.23**	.09	.14	**.22**	.10	.11-.32	**.23**	.10
Clerical Job: Yes	2,475	24	.17	.11	**.27**	.00	.20-.33	.27-.27	**.28**	.00	.18	**.28**	.00	.21-.35	**.30**	.00
Context: Research	3,074	20	.14	.09	**.21**	.00	.15-.27	.21-.21	**.23**	.00	.14	**.21**	.00	.14-.28	**.23**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	9,692	141	.20	.13	**.36**	.00	.32-.39	.36-.36	**.40**	.00	.20	**.37**	.00	.33-.40	**.41**	.00
Sample Type: USES	9,206	134	.20	.13	**.37**	.00	.33-.40	.37-.37	**.41**	.00	.21	**.38**	.00	.34-.42	**.43**	.00
Age: Below 40	8,478	122	.20	.13	**.37**	.00	.33-.41	.37-.37	**.41**	.00	.21	**.38**	.00	.34-.42	**.43**	.00
Age: 40 and above	728	12	.21	.13	**.37**	.00	.25-.49	.37-.37	**.42**	.00	.21	**.37**	.00	.25-.49	**.42**	.00
Clerical Job: No	8,426	128	.20	.13	**.37**	.00	.33-.41	.37-.37	**.42**	.00	.21	**.38**	.00	.34-.42	**.43**	.00
Clerical Job: Yes	780	6	.19	.11	**.34**	.06	.19-.48	.27-.41	**.38**	.06	.19	**.34**	.07	.17-.49	**.38**	.08
Context: Research	8,200	124	.20	.13	**.37**	.00	.33-.40	.37-.37	**.41**	.00	.21	**.37**	.00	.33-.41	**.42**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	486	7	.13	.09	**.20**	.00	.10-.30	.20-.20	**.21**	.00	.13	**.20**	.00	.10-.30	**.21**	.00
Age: Below 40	308	5	.11	.10	**.17**	.00	.04-.30	.17-.17	**.18**	.00	.11	**.17**	.00	.04-.30	**.18**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	145	2	.16	.08	**.24**	.00	.08-.40	.24-.24	**.26**	.00	.16	**.24**	.00	.08-.40	**.26**	.00
Clerical Job: Yes	341	5	.12	.10	**.18**	.00	.05-.31	.18-.18	**.19**	.00	.12	**.18**	.00	.05-.31	**.19**	.00
Context: Research	384	6	.11	.09	**.17**	.00	.06-.27	.17-.17	**.18**	.00	.11	**.17**	.00	.06-.27	**.18**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	2,213	26	.18	.15	**.26**	.13	.18-.35	.10-.43	**.28**	.14	.18	**.27**	.13	.18-.35	**.29**	.14
Simple Moderator Analyses																

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	989	15	.21	.15	**.32**	.04	.20-.43	.26-.37	**.34**	.04	.21	**.32**	.04	.20-.43	**.34**	.04
Complexity: Low	178	2	.14	.08	**.22**	.00	.06-.37	.22-.22	**.23**	.00	.14	**.21**	.00	.05-.37	**.23**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,213	26	.18	.15	**.26**	.13	.18-.35	.10-.43	**.28**	.14	.18	**.26**	.13	.18-.35	**.28**	.14
Age: Below 40	34	1	-.16	--	**-.24**	--	-.70-.25	-----	**-.25**	--	-.16	**-.24**	--	-.70-.25	**-.25**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	840	10	.18	.14	**.27**	.10	.13-.40	.14-.39	**.29**	.11	.19	**.28**	.10	.14-.41	**.30**	.10
Clerical Job: Yes	1,373	16	.18	.16	**.26**	.15	.15-.37	.07-.45	**.28**	.16	.18	**.26**	.15	.15-.37	**.28**	.16
Context: Research	664	6	.15	.14	**.23**	.12	.06-.40	.08-.38	**.25**	.13	.16	**.24**	.12	.06-.41	**.26**	.13
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	1,276	14	.16	.09	**.23**	.00	.16-.30	.23-.23	**.25**	.00	.16	**.23**	.00	.16-.31	**.25**	.00
Simple Moderator Analyses																
Complexity: High	65	1	.15	--	**.25**	--	-.15-.62	-----	**.27**	--	.15	**.25**	--	-.15-.62	**.27**	--
Complexity: Medium	107	3	.27	.10	**.41**	.00	.24-.58	.41-.41	**.44**	.00	.27	**.41**	.00	.24-.58	**.44**	.00
Complexity: Low	178	2	.19	.07	**.28**	.00	.15-.42	.28-.28	**.30**	.00	.19	**.28**	.00	.14-.42	**.30**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,276	14	.16	.09	**.23**	.00	.16-.30	.23-.23	**.25**	.00	.16	**.23**	.00	.16-.30	**.25**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	141	2	.14	.01	**.22**	.00	.19-.24	.22-.22	**.23**	.00	.14	**.22**	.00	.19-.24	**.23**	.00
Clerical Job: Yes	1,135	12	.16	.10	**.23**	.00	.15-.31	.23-.23	**.25**	.00	.16	**.23**	.00	.15-.31	**.25**	.00
Context: Research	141	2	.14	.01	**.22**	.00	.20-.24	.22-.22	**.23**	.00	.14	**.22**	.00	.20-.24	**.23**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	923	10	.18	.16	**.27**	.16	.12-.42	.06-.48	**.29**	.18	.19	**.27**	.16	.13-.42	**.29**	.18
Simple Moderator Analyses																
Complexity: High	71	1	.15	--	**.25**	--	-.14-.61	-----	**.27**	--	.15	**.25**	--	-.14-.61	**.27**	--
Complexity: Medium	554	7	.26	.16	**.40**	.09	.22-.57	.28-.51	**.43**	.10	.26	**.40**	.09	.22-.57	**.43**	.10
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	923	10	.18	.16	**.27**	.16	.12-.42	.06-.48	**.29**	.18	.18	**.27**	.16	.12-.42	**.29**	.18
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	247	5	.23	.25	**.35**	.28	.02-.66	-.01-.71	**.38**	.30	.23	**.35**	.28	.02-.66	**.38**	.30
Clerical Job: Yes	676	5	.17	.13	**.24**	.11	.08-.40	.09-.39	**.26**	.12	.17	**.24**	.11	.08-.41	**.26**	.12
Context: Research	449	4	.24	.06	**.36**	.00	.28-.44	.36-.36	**.39**	.00	.24	**.36**	.00	.28-.44	**.39**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	843	5	.18	.14	**.27**	.14	.09-.44	.09-.45	**.29**	.15	.20	**.29**	.12	.12-.46	**.31**	.13
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	843	5	.18	.14	**.28**	.13	.10-.46	.12-.45	**.30**	.14	.19	**.29**	.13	.10-.46	**.31**	.14
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	843	5	.18	.14	**.27**	.14	.09-.44	.09-.45	**.29**	.15	.19	**.28**	.14	.10-.45	**.30**	.15
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.09	.10	**.14**	.11	-.08-.35	.00-.27	**.14**	.11	.10	**.15**	.10	-.07-.37	**.16**	.11
Clerical Job: Yes	378	3	.30	.06	**.43**	.00	.34-.53	.43-.43	**.46**	.00	.30	**.43**	.00	.34-.53	**.46**	.00
Context: Research	843	5	.18	.14	**.28**	.12	.10-.46	.12-.44	**.30**	.13	.19	**.29**	.11	.12-.47	**.31**	.11
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	843	5	.18	.14	**.27**	.14	.09-.44	.09-.45	**.29**	.15	.20	**.29**	.12	.12-.46	**.31**	.13
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	843	5	.18	.14	**.28**	.13	.10-.46	.12-.45	**.30**	.14	.19	**.29**	.13	.10-.46	**.31**	.14
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	843	5	.18	.14	**.27**	.14	.09-.44	.09-.45	**.29**	.15	.19	**.28**	.14	.10-.45	**.30**	.15

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	.09	.10	**.14**	.11	-.08-.35	.00-.27	**.14**	.11	.10	**.15**	.10	-.07-.37	**.16**	.11
Clerical Job: Yes	378	3	.30	.06	**.43**	.00	.34-.53	.43-.43	**.46**	.00	.30	**.43**	.00	.34-.53	**.46**	.00
Context: Research	843	5	.18	.14	**.28**	.12	.10-.46	.12-.44	**.30**	.13	.19	**.29**	.11	.12-.47	**.31**	.11
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Task Performance Measures																
All	698	2	.00	.15	**.00**	.40	-.53-.53	-.52-.51	**.00**	.44	.03	**.08**	.40	-.49-.60	**.09**	.43
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	443	1	-.08	--	**-.20**	--	-.41-.03	-----	**-.22**	--	-.08	**-.20**	--	-.45-.08	**-.22**	--
Complexity: Low	255	1	.14	--	**.38**	--	.06-.63	-----	**.42**	--	.14	**.38**	--	-.17-.74	**.42**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	698	2	.00	.15	**.00**	.40	-.53-.53	-.52-.51	**.00**	.44	.00	**.00**	.40	-.53-.53	**.00**	.44
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	443	1	-.08	--	**-.23**	--	-.46-.03	-----	**-.25**	--	-.08	**-.23**	--	-.66-.32	**-.25**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	698	2	.00	.15	**.00**	.41	-.54-.53	-.53-.52	**.00**	.44	.03	**.08**	.40	-.49-.60	**.09**	.44
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	698	2	.00	.15	**.00**	.41	-.54-.53	-.53-.52	**.00**	.44	.03	**.08**	.41	-.49-.60	**.09**	.44
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	698	2	.00	.15	**.00**	.40	-.53-.53	-.52-.51	**.00**	.44	.03	**.08**	.40	-.49-.60	**.09**	.43
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	443	1	-.08	--	**-.20**	--	-.41-.03	-----	**-.22**	--	-.08	**-.20**	--	-.45-.08	**-.22**	--
Complexity: Low	255	1	.14	--	**.38**	--	.06-.63	-----	**.42**	--	.14	**.38**	--	-.17-.74	**.42**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	698	2	.00	.15	**.00**	.40	-.53-.53	-.52-.51	**.00**	.44	.00	**.00**	.40	-.53-.53	**.00**	.44
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	894
Age: Below 40	443	1	-.08	--	**-.23**	--	-.46-.03	-----	**-.25**	--		-.08	**-.23**	--	-.66-.32	**-.25**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	698	2	.00	.15	**.00**	.41	-.54-.53	-.53-.52	**.00**	.44		.03	**.08**	.40	-.49-.60	**.09**	.44
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	698	2	.00	.15	**.00**	.41	-.54-.53	-.53-.52	**.00**	.44		.03	**.08**	.41	-.49-.60	**.09**	.44
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																	
All	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--		.14	**.34**	--	.01-.60	**.37**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.14	--	**.35**	--	.04-.59	-----	**.38**	--		.14	**.35**	--	-.17-.70	**.38**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--		.14	**.34**	--	.04-.58	**.37**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--		.14	**.34**	--	.01-.60	**.37**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--		.14	**.34**	--	.03-.59	**.37**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																	
All	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--		.14	**.34**	--	.01-.60	**.37**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Complexity: Low	255	1	.14	--	**.35**	--	.04-.59	-----	**.38**	--	.14	**.35**	--	-.17-.70	**.38**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--	.14	**.34**	--	.04-.58	**.37**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--	.14	**.34**	--	.01-.60	**.37**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.14	--	**.34**	--	.04-.58	-----	**.37**	--	.14	**.34**	--	.03-.59	**.37**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Mixed Objective/Subjective---Technical Performance Measures																
All	50	1	.33	--	**.44**	--	.11-.70	-----	**.49**	--	.33	**.44**	--	.11-.70	**.49**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	50	1	.33	--	**.43**	--	.11-.70	-----	**.49**	--	.33	**.43**	--	.11-.70	**.49**	--
Sample Type: USES	50	1	.33	--	**.44**	--	.11-.70	-----	**.49**	--	.33	**.44**	--	.11-.70	**.49**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	50	1	.33	--	**.44**	--	.11-.70	-----	**.49**	--	.33	**.44**	--	.11-.70	**.49**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	50	1	.33	--	**.44**	--	.11-.70	-----	**.50**	--	.33	**.44**	--	.11-.70	**.50**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A79

Predictive Validity of Gs and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	28,326	310	.20	.12	**.30**	.00	.27-.32	.30-.30	**.33**	.00	.20	**.30**	.00	.28-.33	**.33**	.00
Simple Moderator Analyses																
Complexity: High	1,264	24	.22	.13	**.38**	.00	.29-.46	.38-.38	**.41**	.00	.22	**.38**	.00	.29-.46	**.41**	.00
Complexity: Medium	14,057	115	.18	.11	**.28**	.00	.24-.32	.28-.28	**.31**	.00	.19	**.28**	.00	.24-.32	**.31**	.00
Complexity: Low	5,859	99	.23	.13	**.37**	.00	.33-.41	.37-.37	**.41**	.00	.23	**.38**	.00	.33-.42	**.41**	.00
Sample Type: USES	4,931	91	.23	.15	**.42**	.06	.37-.47	.35-.49	**.47**	.06	.23	**.42**	.05	.37-.47	**.47**	.05
Sample Type: Military	5,606	9	.13	.04	**.19**	.00	.14-.24	.19-.19	**.23**	.00	.13	**.19**	.00	.14-.24	**.23**	.00
Sample Type: Civilian	17,789	210	.21	.12	**.30**	.00	.28-.33	.30-.30	**.32**	.00	.21	**.31**	.00	.28-.33	**.33**	.00
Age: Below 40	6,076	93	.22	.14	**.37**	.00	.32-.42	.37-.37	**.41**	.00	.23	**.38**	.00	.33-.44	**.43**	.00
Age: 40 and above	867	12	.25	.15	**.44**	.09	.29-.57	.32-.56	**.49**	.11	.25	**.44**	.09	.29-.57	**.49**	.11
Clerical Job: No	18,413	183	.18	.12	**.29**	.00	.25-.32	.29-.29	**.32**	.00	.18	**.29**	.00	.25-.33	**.32**	.00
Clerical Job: Yes	9,913	127	.22	.11	**.32**	.00	.29-.35	.32-.32	**.35**	.00	.23	**.33**	.00	.30-.35	**.35**	.00
Context: Research	8,681	117	.22	.13	**.37**	.00	.33-.42	.37-.37	**.41**	.00	.22	**.38**	.00	.33-.42	**.42**	.00
Context: Admin.	5,651	8	.13	.04	**.18**	.00	.13-.23	.18-.18	**.22**	.00	.13	**.18**	.00	.13-.23	**.22**	.00
Hierarchical Moderator Analysis																
Complexity: High	1,264	24	.22	.13	**.38**	.00	.29-.46	.38-.38	**.41**	.00	.22	**.38**	.00	.29-.46	**.41**	.00
Sample Type: USES	436	8	.24	.14	**.46**	.00	.29-.60	.46-.46	**.51**	.00	.26	**.49**	.00	.32-.63	**.55**	.00
Age: Below 40	436	8	.24	.14	**.46**	.00	.29-.60	.46-.46	**.51**	.00	.26	**.49**	.00	.33-.63	**.55**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.20	.11	**.38**	.00	.21-.53	.38-.38	**.42**	.00	.21	**.40**	.00	.22-.55	**.45**	.00
Clerical Job: Yes	101	2	.40	.01	**.69**	.00	.68-.70	.69-.69	**.78**	.00	.40	**.69**	.00	.68-.70	**.78**	.00
Context: Research	376	5	.27	.13	**.49**	.00	.30-.66	.49-.49	**.55**	.00	.29	**.53**	.00	.35-.68	**.60**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	828	16	.20	.14	**.34**	.00	.23-.45	.34-.34	**.37**	.00	.20	**.34**	.00	.23-.45	**.37**	.00
Age: Below 40	385	3	.24	.14	**.39**	.13	.13-.63	.23-.56	**.42**	.14	.24	**.39**	.13	.13-.63	**.42**	.14

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	828	16	.20	.14	**.34**	.00	.23-.45	.34-.34	**.37**	.00	.20	**.34**	.00	.23-.45	**.37**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	266	2	.30	.10	**.49**	.00	.27-.69	.49-.49	**.53**	.00	.30	**.49**	.00	.27-.69	**.53**	.00
Context: Admin.	119	1	.09	--	**.15**	--	-.15-.44	-----	**.16**	--	.09	**.15**	--	-.15-.44	**.16**	--
Complexity: Medium	14,057	115	.18	.11	**.28**	.00	.24-.32	.28-.28	**.31**	.00	.19	**.28**	.00	.24-.32	**.31**	.00
Sample Type: USES	1,185	25	.20	.19	**.37**	.18	.24-.49	.14-.60	**.42**	.20	.20	**.37**	.18	.24-.49	**.42**	.20
Age: Below 40	1,118	24	.20	.19	**.37**	.19	.24-.50	.13-.62	**.42**	.22	.20	**.37**	.19	.24-.50	**.42**	.22
Age: 40 and above	67	1	.19	--	**.35**	--	-.08-.70	-----	**.39**	--	.19	**.35**	--	-.08-.70	**.39**	--
Clerical Job: No	1,103	23	.21	.19	**.38**	.19	.25-.51	.14-.63	**.43**	.21	.21	**.38**	.19	.25-.51	**.43**	.21
Clerical Job: Yes	82	2	.11	.08	**.20**	.00	-.01-.40	.20-.20	**.22**	.00	.11	**.20**	.00	-.01-.40	**.22**	.00
Context: Research	1,068	23	.23	.18	**.41**	.15	.28-.53	.21-.60	**.46**	.17	.23	**.41**	.15	.28-.53	**.46**	.17
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,458	7	.13	.04	**.18**	.00	.13-.23	.18-.18	**.22**	.00	.13	**.18**	.00	.13-.23	**.22**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,427	6	.13	.03	**.18**	.00	.14-.23	.18-.18	**.22**	.00	.13	**.18**	.00	.14-.23	**.22**	.00
Clerical Job: Yes	31	1	-.15	--	**-.34**	--	-.84-.44	-----	**-.37**	--	-.15	**-.34**	--	-.84-.44	**-.37**	--
Context: Research	128	1	.23	--	**.49**	--	.15-.73	-----	**.53**	--	.23	**.49**	--	.15-.73	**.53**	--
Context: Admin.	5,278	4	.13	.03	**.18**	.00	.14-.22	.18-.18	**.21**	.00	.13	**.18**	.00	.14-.22	**.21**	.00
Sample Type: Civilian	7,415	83	.22	.13	**.34**	.00	.30-.38	.34-.34	**.36**	.00	.23	**.35**	.00	.30-.39	**.37**	.00
Age: Below 40	541	2	.17	.07	**.26**	.00	.11-.40	.26-.26	**.27**	.00	.17	**.26**	.00	.10-.42	**.28**	.00
Age: 40 and above	35	1	.47	--	**.68**	--	.30-1.00	-----	**.73**	--	.47	**.68**	--	.30-1.00	**.73**	--
Clerical Job: No	4,063	38	.21	.13	**.31**	.05	.25-.38	.25-.38	**.34**	.05	.21	**.32**	.05	.26-.38	**.34**	.05
Clerical Job: Yes	3,352	45	.24	.12	**.37**	.00	.31-.42	.37-.37	**.39**	.00	.25	**.38**	.00	.32-.43	**.41**	.00
Context: Research	2,165	16	.21	.11	**.32**	.00	.24-.39	.32-.32	**.34**	.00	.21	**.32**	.00	.24-.40	**.35**	.00
Context: Admin.	77	2	.22	.29	**.34**	.35	-.29-.88	-.11-.78	**.36**	.37	.22	**.34**	.35	-.29-.88	**.36**	.37
Complexity: Low	5,859	99	.23	.13	**.37**	.00	.33-.41	.37-.37	**.41**	.00	.23	**.38**	.00	.33-.42	**.41**	.00
Sample Type: USES	3,013	51	.23	.14	**.41**	.00	.35-.47	.41-.41	**.46**	.00	.23	**.41**	.00	.35-.47	**.46**	.00
Age: Below 40	2,301	42	.23	.13	**.41**	.00	.34-.47	.41-.41	**.46**	.00	.23	**.41**	.00	.34-.48	**.46**	.00
Age: 40 and above	712	9	.24	.16	**.43**	.16	.25-.59	.23-.63	**.48**	.18	.24	**.43**	.16	.24-.59	**.48**	.18
Clerical Job: No	3,013	51	.23	.14	**.41**	.00	.35-.47	.41-.41	**.46**	.00	.23	**.41**	.00	.35-.47	**.46**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,906	49	.23	.14	**.42**	.00	.35-.48	.42-.42	**.47**	.00	.23	**.42**	.00	.35-.48	**.47**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,846	48	.23	.13	**.34**	.00	.28-.39	.34-.34	**.36**	.00	.23	**.34**	.00	.28-.39	**.36**	.00
Age: Below 40	231	3	.29	.10	**.43**	.00	.27-.59	.43-.43	**.46**	.00	.29	**.43**	.00	.27-.59	**.46**	.00
Age: 40 and above	53	1	.31	--	**.46**	--	.10-.79	-----	**.49**	--	.31	**.46**	--	.10-.79	**.49**	--
Clerical Job: No	1,021	15	.20	.15	**.29**	.07	.18-.40	.21-.38	**.31**	.07	.20	**.30**	.06	.19-.40	**.32**	.06
Clerical Job: Yes	1,825	33	.24	.12	**.36**	.00	.30-.42	.36-.36	**.38**	.00	.24	**.36**	.00	.30-.43	**.39**	.00
Context: Research	360	5	.26	.11	**.38**	.00	.24-.52	.38-.38	**.41**	.00	.26	**.38**	.00	.24-.52	**.41**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	3,365	30	.15	.11	**.23**	.06	.15-.30	.16-.30	**.24**	.06	.15	**.23**	.06	.15-.31	**.25**	.07
Simple Moderator Analyses																
Complexity: High	119	1	.09	--	**.15**	--	-.15-.44	-----	**.16**	--	.09	**.15**	--	-.15-.44	**.16**	--
Complexity: Medium	1,607	13	.15	.12	**.24**	.09	.13-.34	.12-.35	**.25**	.10	.15	**.24**	.11	.12-.35	**.26**	.12
Complexity: Low	196	4	.27	.16	**.40**	.00	.17-.62	.40-.40	**.43**	.00	.27	**.40**	.00	.17-.62	**.43**	.00
Sample Type: USES	173	3	-.02	.14	**-.05**	.08	-.34-.25	-.15-.05	**-.05**	.09	-.02	**-.05**	.08	-.34-.25	**-.05**	.09
Sample Type: Military	128	1	.23	--	**.54**	--	.17-.77	-----	**.58**	--	.23	**.54**	--	.17-.77	**.58**	--
Sample Type: Civilian	3,064	26	.16	.10	**.23**	.02	.16-.30	.20-.26	**.25**	.03	.16	**.23**	.03	.16-.31	**.25**	.04
Age: Below 40	1,530	9	.13	.09	**.19**	.00	.07-.30	.19-.19	**.20**	.00	.11	**.16**	.00	.01-.30	**.17**	.00
Age: 40 and above	88	2	.44	.02	**.63**	.00	.60-.66	.63-.63	**.68**	.00	.44	**.63**	.00	.60-.66	**.68**	.00
Clerical Job: No	2,276	19	.14	.10	**.22**	.00	.13-.31	.22-.22	**.24**	.00	.14	**.22**	.02	.12-.32	**.24**	.03
Clerical Job: Yes	1,089	11	.17	.13	**.24**	.09	.13-.35	.13-.35	**.26**	.10	.17	**.25**	.10	.13-.36	**.26**	.10
Context: Research	2,033	16	.15	.11	**.24**	.03	.13-.34	.20-.28	**.26**	.04	.15	**.24**	.05	.13-.35	**.26**	.06
Context: Admin.	196	3	.14	.18	**.22**	.18	-.09-.51	-.01-.44	**.23**	.19	.14	**.22**	.18	-.09-.51	**.23**	.19
Hierarchical Moderator Analysis																
Complexity: High	119	1	.09	--	**.15**	--	-.15-.44	-----	**.16**	--	.09	**.15**	--	-.15-.44	**.16**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	119	1	.09	--	**.15**	--	-.15-.44	-----	**.16**	--	.09	**.15**	--	-.15-.44	**.16**	--
Age: Below 40	119	1	.09	--	**.15**	--	-.15-.44	-----	**.16**	--	.09	**.15**	--	-.15-.44	**.16**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	119	1	.09	--	**.15**	--	-.15-.44	-----	**.16**	--	.09	**.15**	--	-.15-.44	**.16**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	119	1	.09	--	**.15**	--	-.15-.44	-----	**.16**	--	.09	**.15**	--	-.15-.44	**.16**	--
Complexity: Medium	1,607	13	.15	.12	**.24**	.09	.13-.34	.12-.35	**.25**	.10	.15	**.24**	.11	.12-.35	**.26**	.12
Sample Type: USES	173	3	-.02	.14	**-.05**	.08	-.34-.25	-.14-.05	**-.05**	.09	-.02	**-.05**	.08	-.34-.25	**-.05**	.09
Age: Below 40	173	3	-.02	.14	**-.05**	.08	-.34-.25	-.14-.05	**-.05**	.09	-.02	**-.05**	.08	-.34-.25	**-.05**	.09
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	173	3	-.02	.14	**-.05**	.08	-.34-.25	-.14-.05	**-.05**	.09	-.02	**-.05**	.08	-.34-.25	**-.05**	.09
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	118	2	-.01	.19	**-.02**	.27	-.49-.46	-.36-.32	**-.03**	.30	-.01	**-.02**	.27	-.49-.46	**-.03**	.30
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	128	1	.23	--	**.49**	--	.15-.73	-----	**.53**	--	.23	**.49**	--	.15-.73	**.53**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	128	1	.23	--	**.49**	--	.15-.73	-----	**.53**	--	.23	**.49**	--	.15-.73	**.53**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	128	1	.23	--	**.49**	--	.15-.73	-----	**.53**	--	.23	**.49**	--	.15-.73	**.53**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,306	9	.16	.11	**.25**	.04	.14-.35	.19-.30	**.26**	.05	.17	**.25**	.07	.13-.38	**.27**	.07
Age: Below 40	471	1	.15	--	**.23**	--	.09-.36	-----	**.24**	--	.15	**.23**	--	.07-.38	**.24**	--
Age: 40 and above	35	1	.46	--	**.67**	--	.28-.99	-----	**.72**	--	.46	**.67**	--	.28-.99	**.72**	--
Clerical Job: No	645	4	.18	.10	**.28**	.00	.13-.43	.28-.28	**.30**	.00	.20	**.31**	.00	.13-.47	**.33**	.00
Clerical Job: Yes	661	5	.14	.13	**.21**	.11	.04-.38	.07-.35	**.23**	.12	.14	**.22**	.13	.02-.41	**.23**	.14
Context: Research	593	3	.17	.09	**.26**	.00	.11-.41	.26-.26	**.28**	.00	.18	**.27**	.00	.09-.45	**.29**	.00
Context: Admin.	77	2	.22	.29	**.34**	.35	-.29-.88	-.11-.78	**.36**	.37	.22	**.34**	.35	-.29-.88	**.36**	.37
Complexity: Low	196	4	.27	.16	**.40**	.00	.17-.62	.40-.40	**.43**	.00	.27	**.40**	.00	.17-.62	**.43**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	196	4	.27	.16	**.40**	.00	.17-.62	.40-.40	**.43**	.00	.27	**.40**	.00	.17-.62	**.43**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	53	1	.43	--	**.63**	--	.31-.91	-----	**.67**	--	.43	**.63**	--	.31-.91	**.67**	--
Clerical Job: No	76	1	.11	--	**.16**	--	-.18-.49	-----	**.17**	--	.11	**.16**	--	-.18-.49	**.17**	--
Clerical Job: Yes	120	3	.37	.07	**.55**	.00	.44-.65	.55-.55	**.58**	.00	.37	**.55**	.00	.44-.65	**.58**	.00
Context: Research	129	2	.24	.23	**.36**	.25	-.11-.79	.03-.68	**.38**	.27	.24	**.36**	.25	-.11-.79	**.38**	.27
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	21,567	227	.20	.11	**.31**	.00	.28-.34	.31-.31	**.34**	.00	.20	**.31**	.00	.28-.34	**.34**	.00
Simple Moderator Analyses																
Complexity: High	1,069	19	.24	.13	**.43**	.00	.33-.51	.43-.43	**.46**	.00	.24	**.43**	.00	.33-.51	**.46**	.00
Complexity: Medium	11,864	87	.19	.10	**.28**	.00	.24-.32	.28-.28	**.31**	.00	.19	**.28**	.00	.24-.32	**.31**	.00
Complexity: Low	5,077	83	.23	.13	**.38**	.00	.33-.42	.38-.38	**.42**	.00	.23	**.38**	.00	.34-.43	**.42**	.00
Sample Type: USES	4,758	88	.24	.15	**.43**	.00	.38-.48	.43-.43	**.49**	.00	.24	**.44**	.00	.39-.49	**.49**	.00
Sample Type: Military	5,478	8	.13	.04	**.18**	.00	.13-.23	.18-.18	**.22**	.00	.13	**.18**	.00	.13-.23	**.22**	.00
Sample Type: Civilian	11,331	131	.22	.12	**.31**	.00	.29-.34	.31-.31	**.34**	.00	.22	**.32**	.00	.29-.35	**.34**	.00
Age: Below 40	4,546	84	.25	.14	**.44**	.00	.39-.48	.44-.44	**.49**	.00	.25	**.44**	.00	.39-.49	**.49**	.00
Age: 40 and above	867	12	.24	.15	**.42**	.10	.28-.56	.30-.55	**.48**	.11	.24	**.42**	.10	.28-.56	**.48**	.11
Clerical Job: No	15,191	154	.19	.12	**.30**	.00	.26-.34	.30-.30	**.34**	.00	.19	**.30**	.00	.27-.34	**.34**	.00
Clerical Job: Yes	6,376	73	.22	.10	**.32**	.00	.29-.35	.32-.32	**.34**	.00	.22	**.33**	.00	.29-.36	**.35**	.00
Context: Research	6,736	103	.24	.13	**.42**	.00	.37-.46	.42-.42	**.46**	.00	.25	**.42**	.00	.38-.46	**.46**	.00
Context: Admin.	5,455	5	.13	.03	**.18**	.00	.14-.23	.18-.18	**.22**	.00	.13	**.18**	.00	.14-.23	**.22**	.00
Hierarchical Moderator Analysis																
Complexity: High	1,069	19	.24	.13	**.43**	.00	.33-.51	.43-.43	**.46**	.00	.24	**.43**	.00	.33-.51	**.46**	.00
Sample Type: USES	436	8	.24	.14	**.46**	.00	.29-.60	.46-.46	**.51**	.00	.26	**.49**	.00	.32-.63	**.55**	.00
Age: Below 40	436	8	.24	.14	**.46**	.00	.29-.60	.46-.46	**.51**	.00	.26	**.49**	.00	.33-.63	**.55**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.20	.11	**.38**	.00	.21-.53	.38-.38	**.42**	.00	.21	**.40**	.00	.22-.55	**.45**	.00
Clerical Job: Yes	101	2	.40	.01	**.69**	.00	.68-.70	.69-.69	**.78**	.00	.40	**.69**	.00	.68-.70	**.78**	.00
Context: Research	376	5	.27	.13	**.49**	.00	.30-.66	.49-.49	**.55**	.00	.29	**.53**	.00	.35-.68	**.60**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	633	11	.24	.12	**.40**	.00	.29-.52	.40-.40	**.43**	.00	.24	**.40**	.00	.29-.52	**.43**	.00
Age: Below 40	266	2	.30	.10	**.49**	.00	.27-.69	.49-.49	**.53**	.00	.30	**.49**	.00	.27-.69	**.53**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	633	11	.24	.12	**.40**	.00	.29-.52	.40-.40	**.43**	.00	.24	**.40**	.00	.29-.52	**.43**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	266	2	.30	.10	**.49**	.00	.27-.69	.49-.49	**.53**	.00	.30	**.49**	.00	.27-.69	**.53**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	11,864	87	.19	.10	**.28**	.00	.24-.32	.28-.28	**.31**	.00	.19	**.28**	.00	.24-.32	**.31**	.00

Sample Type: USES	1,012	22	.24	.17	**.44**	.08	.32-.54	.34-.54	**.49**	.09		.24	**.44**	.08	.32-.54	**.49**	.09
Age: Below 40	945	21	.25	.17	**.44**	.10	.32-.56	.32-.57	**.50**	.11		.25	**.44**	.10	.32-.56	**.50**	.11
Age: 40 and above	67	1	.19	--	**.35**	--	-.08-.70	-----	**.39**	--		.19	**.35**	--	-.08-.70	**.39**	--
Clerical Job: No	930	20	.26	.17	**.45**	.08	.33-.57	.35-.56	**.51**	.09		.26	**.45**	.08	.33-.57	**.51**	.09
Clerical Job: Yes	82	2	.11	.08	**.20**	.00	-.01-.40	.20-.20	**.22**	.00		.11	**.20**	.00	-.01-.40	**.22**	.00
Context: Research	950	21	.26	.17	**.46**	.05	.34-.56	.39-.52	**.51**	.05		.26	**.46**	.05	.34-.56	**.51**	.05
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	5,330	6	.13	.04	**.17**	.00	.13-.22	.17-.17	**.21**	.00		.13	**.17**	.00	.13-.22	**.21**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	5,299	5	.13	.03	**.18**	.00	.13-.22	.18-.18	**.21**	.00		.13	**.18**	.00	.13-.22	**.21**	.00
Clerical Job: Yes	31	1	-.15	--	**-.34**	--	-.84-.44	-----	**-.37**	--		-.15	**-.34**	--	-.84-.44	**-.37**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.13	.03	**.18**	.00	.14-.22	.18-.18	**.21**	.00		.13	**.18**	.00	.14-.22	**.21**	.00
Sample Type: Civilian	5,523	59	.23	.13	**.35**	.00	.30-.40	.35-.35	**.38**	.00		.23	**.35**	.00	.31-.40	**.38**	.00
Age: Below 40	70	1	.29	--	**.44**	--	.12-.74	-----	**.48**	--		.29	**.44**	--	.12-.74	**.48**	--
Age: 40 and above	35	1	.48	--	**.70**	--	.32-1.00	-----	**.75**	--		.48	**.70**	--	.32-1.00	**.75**	--
Clerical Job: No	3,221	32	.22	.14	**.33**	.07	.26-.40	.24-.42	**.35**	.08		.22	**.33**	.07	.26-.40	**.35**	.08
Clerical Job: Yes	2,302	27	.25	.11	**.38**	.00	.32-.44	.38-.38	**.41**	.00		.26	**.40**	.00	.33-.46	**.43**	.00
Context: Research	1,607	14	.23	.12	**.34**	.00	.25-.43	.34-.34	**.37**	.00		.23	**.34**	.00	.25-.43	**.37**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	5,077	83	.23	.13	**.38**	.00	.33-.42	.38-.38	**.42**	.00		.23	**.38**	.00	.34-.43	**.42**	.00
Sample Type: USES	3,013	51	.23	.14	**.41**	.00	.35-.47	.41-.41	**.46**	.00		.23	**.41**	.00	.35-.47	**.46**	.00
Age: Below 40	2,301	42	.23	.13	**.41**	.00	.34-.47	.41-.41	**.46**	.00		.23	**.41**	.00	.34-.48	**.46**	.00
Age: 40 and above	712	9	.24	.16	**.43**	.16	.25-.59	.23-.63	**.48**	.18		.24	**.43**	.16	.24-.59	**.48**	.18
Clerical Job: No	3,013	51	.23	.14	**.41**	.00	.35-.47	.41-.41	**.46**	.00		.23	**.41**	.00	.35-.47	**.46**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	2,906	49	.23	.14	**.42**	.00	.35-.48	.42-.42	**.47**	.00		.23	**.42**	.00	.35-.48	**.47**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,064	32	.22	.13	**.33**	.00	.27-.39	.33-.33	**.35**	.00		.23	**.34**	.00	.27-.40	**.36**	.00
Age: Below 40	231	3	.29	.10	**.43**	.00	.27-.59	.43-.43	**.46**	.00		.29	**.43**	.00	.27-.59	**.46**	.00
Age: 40 and above	53	1	.19	--	**.29**	--	-.11-.66	-----	**.31**	--		.19	**.29**	--	-.11-.66	**.31**	--
Clerical Job: No	777	12	.21	.16	**.32**	.11	.18-.45	.18-.46	**.34**	.12		.22	**.32**	.11	.19-.46	**.35**	.11

Clerical Job: Yes	1,287	20	.23	.10	**.34**	.00	.27-.40	.34-.34	**.36**	.00	.23	**.35**	.00	.27-.42	**.37**	.00
Context: Research	284	4	.27	.09	**.41**	.00	.27-.54	.41-.41	**.43**	.00	.27	**.41**	.00	.27-.54	**.43**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	4,243	59	.22	.13	**.32**	.00	.27-.37	.32-.32	**.34**	.00	.22	**.32**	.00	.28-.37	**.35**	.00
Simple Moderator Analyses																
Complexity: High	76	4	.05	.12	**.09**	.00	-.12-.29	.09-.09	**.09**	.00	.05	**.09**	.00	-.12-.29	**.09**	.00
Complexity: Medium	978	17	.23	.13	**.36**	.00	.27-.44	.36-.36	**.38**	.00	.23	**.36**	.00	.27-.44	**.38**	.00
Complexity: Low	729	14	.26	.16	**.38**	.00	.26-.50	.38-.38	**.41**	.00	.25	**.37**	.00	.24-.50	**.40**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	4,243	59	.22	.13	**.32**	.00	.27-.37	.32-.32	**.34**	.00	.22	**.32**	.00	.28-.37	**.35**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,071	12	.18	.11	**.28**	.00	.18-.37	.28-.28	**.29**	.00	.18	**.28**	.00	.17-.38	**.30**	.00
Clerical Job: Yes	3,172	47	.23	.13	**.33**	.00	.28-.39	.33-.33	**.36**	.00	.23	**.33**	.00	.28-.39	**.36**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	76	4	.05	.12	**.09**	.00	-.12-.29	.09-.09	**.09**	.00	.05	**.09**	.00	-.12-.29	**.09**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	4	.05	.12	**.09**	.00	-.12-.29	.09-.09	**.09**	.00	.05	**.09**	.00	-.12-.29	**.09**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	4	.05	.12	**.09**	.00	-.12-.29	.09-.09	**.09**	.00	.05	**.09**	.00	-.12-.29	**.09**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	978	17	.23	.13	**.36**	.00	.27-.44	.36-.36	**.38**	.00	.23	**.36**	.00	.27-.44	**.38**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	978	17	.23	.13	**.36**	.00	.27-.44	.36-.36	**.38**	.00	.23	**.36**	.00	.27-.44	**.38**	.00

																	904
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	232	3	.17	.15	**.26**	.10	-.01-.51	.13-.38	**.27**	.11	.17	**.26**	.10	-.01-.51	**.27**	.11	
Clerical Job: Yes	746	14	.25	.12	**.39**	.00	.30-.48	.39-.39	**.42**	.00	.25	**.39**	.00	.30-.48	**.42**	.00	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	729	14	.26	.16	**.38**	.00	.26-.50	.38-.38	**.41**	.00	.25	**.37**	.00	.24-.50	**.40**	.00	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	729	14	.26	.16	**.38**	.00	.26-.50	.38-.38	**.41**	.00	.25	**.38**	.00	.25-.50	**.40**	.00	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	258	3	.26	.18	**.38**	.16	.09-.66	.18-.58	**.41**	.17	.26	**.38**	.16	.09-.66	**.41**	.17	
Clerical Job: Yes	471	11	.26	.17	**.38**	.00	.23-.52	.38-.38	**.41**	.00	.25	**.37**	.00	.21-.52	**.39**	.00	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Peer Ratings---All Overall Performance Measures																	
All	316	1	.20	--	**.32**	--	.15-.48	-----	**.34**	--	.20	**.32**	--	.12-.51	**.34**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	316	1	.20	--	**.33**	--	.16-.50	-----	**.36**	--	.20	**.33**	--	.15-.51	**.36**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	316	1	.20	--	**.32**	--	.15-.48	-----	**.34**	--	.20	**.32**	--	.14-.49	**.34**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	316	1	.20	--	**.32**	--	.15-.49	-----	**.35**	--	.20	**.32**	--	.12-.53	**.35**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	316	1	.20	--	**.33**	--	.16-.49	-----	**.35**	--	.20	**.33**	--	.13-.52	**.35**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Peer Ratings---Composite Overall Performance Measures																	
All	316	1	.20	--	**.32**	--	.15-.48	-----	**.34**	--	.20	**.32**	--	.12-.51	**.34**	--	
Simple Moderator Analyses																	

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	316	1	.20	--	**.33**	--	.16-.50	-----	**.36**	--	.20	**.33**	--	.15-.51	**.36**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	316	1	.20	--	**.32**	--	.15-.48	-----	**.34**	--	.20	**.32**	--	.14-.49	**.34**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	316	1	.20	--	**.32**	--	.15-.49	-----	**.35**	--	.20	**.32**	--	.12-.53	**.35**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	316	1	.20	--	**.33**	--	.16-.49	-----	**.35**	--	.20	**.33**	--	.13-.52	**.35**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	8,642	1	.09	--	**.23**	--	.18-.28	-----	**.25**	--	.09	**.23**	--	-.11-.52	**.25**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	.09	--	**.23**	--	.18-.28	-----	**.25**	--	.09	**.23**	--	.05-.40	**.25**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,642	1	.09	--	**.23**	--	.18-.29	-----	**.25**	--	.09	**.24**	--	-.12-.53	**.26**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	8,642	1	.09	--	**.23**	--	.18-.29	-----	**.25**	--	.09	**.24**	--	-.09-.51	**.25**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	8,642	1	.09	--	**.23**	--	.18-.28	-----	**.25**	--	.09	**.23**	--	-.11-.52	**.25**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	.09	--	**.23**	--	.18-.28	-----	**.25**	--	.09	**.23**	--	.05-.40	**.25**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,642	1	.09	--	**.23**	--	.18-.29	-----	**.25**	--	.09	**.24**	--	-.12-.53	**.26**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	8,642	1	.09	--	**.23**	--	.18-.29	-----	**.25**	--	.09	**.24**	--	-.09-.51	**.25**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A80

Predictive Validity for Gs and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	255	1	-.14	--	**-.26**	--	-.46--.04	-----	**-.29**	--	-.14	**-.26**	--	-.48--.02	**-.29**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.58-.11	**-.29**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	-.14	--	**-.26**	--	-.46--.04	-----	**-.29**	--	-.14	**-.26**	--	-.46--.04	**-.29**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.48--.02	**-.29**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.47--.04	**-.29**	--
Objective--Composite/Overall CWB Measures																
All	255	1	-.14	--	**-.26**	--	-.46--.04	-----	**-.29**	--	-.14	**-.26**	--	-.48--.02	**-.29**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.58-.11	**-.29**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	-.14	--	**-.26**	--	-.46--.04	-----	**-.29**	--	-.14	**-.26**	--	-.46--.04	**-.29**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.48--.02	**-.29**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.47--.04	**-.29**	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-O Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB Measures																
All	1,141	8	-.09	.13	**-.14**	.15	-.28-.00	-.33-.05	**-.15**	.16	-.10	**-.15**	.16	-.29-.00	**-.16**	.17
Simple Moderator Analyses																
Complexity: High	65	1	-.06	--	**-.10**	--	-.50-.31	-----	**-.11**	--	-.06	**-.10**	--	-.50-.31	**-.11**	--
Complexity: Medium	1,000	6	-.09	.14	**-.14**	.18	-.32-.04	-.38-.09	**-.16**	.19	-.09	**-.15**	.19	-.33-.04	**-.16**	.20
Complexity: Low	76	1	-.17	--	**-.26**	--	-.57-.08	-----	**-.27**	--	-.17	**-.26**	--	-.57-.08	**-.27**	--
Sample Type: USES	113	1	-.06	--	**-.11**	--	-.44-.24	-----	**-.12**	--	-.06	**-.11**	--	-.48-.29	**-.12**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,028	7	-.10	.14	**-.15**	.16	-.30-.01	-.35-.06	**-.16**	.17	-.10	**-.15**	.17	-.31-.01	**-.16**	.18
Age: Below 40	152	1	.14	--	**.20**	--	-.03-.42	-----	**.21**	--	.14	**.20**	--	-.09-.47	**.21**	--
Age: 40 and above	113	1	-.06	--	**-.10**	--	-.43-.24	-----	**-.12**	--	-.06	**-.10**	--	-.43-.24	**-.12**	--
Clerical Job: No	254	3	-.09	.06	**-.15**	.00	-.27--.03	-.15--.15	**-.17**	.00	-.09	**-.15**	.00	-.27--.03	**-.17**	.00
Clerical Job: Yes	887	5	-.10	.16	**-.14**	.19	-.33-.06	-.38-.11	**-.15**	.21	-.10	**-.15**	.21	-.36-.07	**-.16**	.22
Context: Research	632	6	-.16	.11	**-.26**	.00	-.39--.12	-.26--.26	**-.28**	.00	-.16	**-.26**	.00	-.39--.12	**-.28**	.00
Context: Admin.	152	1	.14	--	**.21**	--	-.03-.44	-----	**.22**	--	.14	**.21**	--	-.03-.44	**.22**	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	1,141	8	-.09	.13	**-.14**	.15	-.28-.00	-.33-.05	**-.15**	.16	-.10	**-.15**	.16	-.29-.00	**-.16**	.17
Simple Moderator Analyses																
Complexity: High	65	1	-.06	--	**-.10**	--	-.50-.31	-----	**-.11**	--	-.06	**-.10**	--	-.50-.31	**-.11**	--
Complexity: Medium	1,000	6	-.09	.14	**-.14**	.18	-.32-.04	-.38-.09	**-.16**	.19	-.09	**-.15**	.19	-.33-.04	**-.16**	.20
Complexity: Low	76	1	-.17	--	**-.26**	--	-.57-.08	-----	**-.27**	--	-.17	**-.26**	--	-.57-.08	**-.27**	--
Sample Type: USES	113	1	-.06	--	**-.11**	--	-.44-.24	-----	**-.12**	--	-.06	**-.11**	--	-.48-.29	**-.12**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,028	7	-.10	.14	**-.15**	.16	-.30-.01	-.35-.06	**-.16**	.17	-.10	**-.15**	.17	-.31-.01	**-.16**	.18
Age: Below 40	152	1	.14	--	**.20**	--	-.03-.42	-----	**.21**	--	.14	**.20**	--	-.09-.47	**.21**	--
Age: 40 and above	113	1	-.06	--	**-.10**	--	-.43-.24	-----	**-.12**	--	-.06	**-.10**	--	-.43-.24	**-.12**	--
Clerical Job: No	254	3	-.09	.06	**-.15**	.00	-.27--.03	-.15--.15	**-.17**	.00	-.09	**-.15**	.00	-.27--.03	**-.17**	.00
Clerical Job: Yes	887	5	-.10	.16	**-.14**	.19	-.33-.06	-.38-.11	**-.15**	.21	-.10	**-.15**	.21	-.36-.07	**-.16**	.22
Context: Research	632	6	-.16	.11	**-.26**	.00	-.39--.12	-.26--.26	**-.28**	.00	-.16	**-.26**	.00	-.39--.12	**-.28**	.00
Context: Admin.	152	1	.14	--	**.21**	--	-.03-.44	-----	**.22**	--	.14	**.21**	--	-.03-.44	**.22**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	811	5	-.15	.11	**-.21**	.08	-.35--.08	-.32--.11	**-.23**	.09	-.16	**-.24**	.07	-.38--.10	**-.25**	.07
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	735	4	-.14	.12	**-.22**	.10	-.39--.05	-.35--.09	**-.24**	.11	-.15	**-.23**	.10	-.41--.06	**-.25**	.10
Complexity: Low	76	1	-.17	--	**-.26**	--	-.57-.08	-----	**-.27**	--	-.17	**-.26**	--	-.57-.08	**-.27**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	811	5	-.15	.11	**-.21**	.08	-.35--.08	-.32--.11	**-.23**	.09	-.16	**-.23**	.07	-.37--.09	**-.24**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	-.17	--	**-.26**	--	-.58-.08	-----	**-.28**	--	-.17	**-.26**	--	-.58-.08	**-.28**	--
Clerical Job: Yes	735	4	-.14	.12	**-.21**	.11	-.37--.04	-.35--.07	**-.22**	.12	-.16	**-.23**	.10	-.40--.06	**-.25**	.11
Context: Research	454	4	-.21	.10	**-.31**	.00	-.46--.16	-.31--.31	**-.34**	.00	-.21	**-.31**	.00	-.46--.16	**-.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	65	1	-.06	--	**-.09**	--	-.45-.27	-----	**-.10**	--	-.06	**-.09**	--	-.45-.27	**-.10**	--
Simple Moderator Analyses																
Complexity: High	65	1	-.06	--	**-.10**	--	-.50-.31	-----	**-.11**	--	-.06	**-.10**	--	-.50-.31	**-.11**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	65	1	-.06	--	**-.09**	--	-.45-.27	-----	**-.10**	--	-.06	**-.09**	--	-.45-.27	**-.10**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	65	1	-.06	--	**-.09**	--	-.46-.28	-----	**-.10**	--	-.06	**-.09**	--	-.46-.28	**-.10**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	65	1	-.06	--	**-.09**	--	-.46-.28	-----	**-.10**	--	-.06	**-.09**	--	-.46-.28	**-.10**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.11**	--	.04	**.11**	--	-.24-.42	**.11**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.11**	--	.04	**.11**	--	-.09-.29	**.11**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.12**	--	.04	**.11**	--	-.25-.43	**.12**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.11**	--	.04	**.11**	--	-.22-.41	**.12**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.11**	--	.04	**.11**	--	-.24-.42	**.11**	--

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.11**	--	.04	**.11**	--	-.09-.29	**.11**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.12**	--	.04	**.11**	--	-.25-.43	**.12**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	8,642	1	.04	--	**.11**	--	.05-.16	-----	**.11**	--	.04	**.11**	--	-.22-.41	**.12**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A81

Predictive Validity for Gs and OCB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	1,844	14	.13	.09	**.20**	.00	.13-.27	.20-.20	**.21**	.00	.14	**.21**	.00	.14-.28	**.23**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.07	.01	**.11**	.00	.08-.14	.11-.11	**.12**	.00	.07	**.11**	.00	.08-.14	**.12**	.00
Complexity: Medium	1,344	9	.13	.09	**.20**	.00	.12-.29	.20-.20	**.22**	.00	.14	**.21**	.00	.12-.30	**.23**	.00
Complexity: Low	76	1	.00	--	**.00**	--	-.34-.34	-----	**.00**	--	.00	**.00**	--	-.34-.34	**.00**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,844	14	.13	.09	**.20**	.00	.13-.27	.20-.20	**.21**	.00	.14	**.21**	.00	.14-.27	**.22**	.00
Age: Below 40	202	1	.19	--	**.28**	--	.08-.47	-----	**.30**	--	.19	**.28**	--	.00-.55	**.30**	--
Age: 40 and above	86	1	.27	--	**.40**	--	.11-.67	-----	**.43**	--	.27	**.40**	--	.11-.67	**.43**	--
Clerical Job: No	1,054	9	.15	.10	**.23**	.00	.13-.32	.23-.23	**.24**	.00	.16	**.23**	.00	.14-.33	**.25**	.00
Clerical Job: Yes	790	5	.11	.08	**.16**	.00	.06-.26	.16-.16	**.18**	.00	.13	**.19**	.00	.09-.28	**.20**	.00
Context: Research	1,346	11	.15	.08	**.23**	.00	.15-.30	.23-.23	**.24**	.00	.15	**.23**	.00	.16-.30	**.25**	.00
Context: Admin.	86	1	.27	--	**.41**	--	.11-.68	-----	**.44**	--	.27	**.41**	--	.11-.68	**.44**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	202	1	.19	--	**.28**	--	.08-.47	-----	**.30**	--	.19	**.28**	--	.08-.47	**.30**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	202	1	.19	--	**.28**	--	.08-.47	-----	**.30**	--	.19	**.28**	--	.08-.47	**.30**	--
Age: Below 40	202	1	.19	--	**.28**	--	.08-.47	-----	**.30**	--	.19	**.28**	--	.00-.55	**.30**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	202	1	.19	--	**.29**	--	.09-.48	-----	**.31**	--	.19	**.29**	--	.09-.48	**.31**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	202	1	.19	--	**.29**	--	.09-.48	-----	**.31**	--	.19	**.29**	--	.09-.48	**.31**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	676	7	.11	.09	**.17**	.00	.07-.26	.17-.17	**.18**	.00	.11	**.17**	.00	.07-.26	**.18**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.09	.02	**.16**	.00	.12-.20	.16-.16	**.17**	.00	.09	**.16**	.00	.12-.20	**.17**	.00
Complexity: Medium	378	3	.11	.06	**.17**	.00	.06-.28	.17-.17	**.19**	.00	.11	**.17**	.00	.06-.28	**.19**	.00
Complexity: Low	76	1	-.04	--	**-.05**	--	-.39-.29	-----	**-.06**	--	-.04	**-.05**	--	-.39-.29	**-.06**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	676	7	.11	.09	**.17**	.00	.07-.26	.17-.17	**.18**	.00	.11	**.17**	.00	.07-.26	**.18**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	86	1	.27	--	**.40**	--	.11-.67	-----	**.43**	--	.27	**.40**	--	.11-.67	**.43**	--
Clerical Job: No	298	4	.11	.13	**.17**	.07	-.03-.36	.08-.26	**.18**	.07	.11	**.17**	.07	-.03-.36	**.18**	.07
Clerical Job: Yes	378	3	.11	.06	**.16**	.00	.06-.26	.16-.16	**.17**	.00	.11	**.16**	.00	.06-.26	**.17**	.00
Context: Research	590	6	.09	.07	**.14**	.00	.05-.22	.14-.14	**.15**	.00	.09	**.14**	.00	.05-.22	**.15**	.00
Context: Admin.	86	1	.27	--	**.41**	--	.11-.68	-----	**.44**	--	.27	**.41**	--	.11-.68	**.44**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	222	3	.15	.12	**.22**	.00	.02-.41	.22-.22	**.23**	.00	.15	**.22**	.00	.02-.41	**.23**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.07	.01	**.12**	.00	.09-.15	.12-.12	**.13**	.00	.07	**.12**	.00	.09-.15	**.13**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	222	3	.15	.12	**.22**	.00	.02-.41	.22-.22	**.23**	.00	.15	**.22**	.00	.02-.41	**.23**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	86	1	.27	--	**.40**	--	.11-.67	-----	**.43**	--	.27	**.40**	--	.11-.67	**.43**	--
Clerical Job: No	222	3	.15	.12	**.22**	.00	.02-.42	.22-.22	**.24**	.00	.15	**.22**	.00	.02-.42	**.24**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	136	2	.07	.01	**.11**	.00	.08-.14	.11-.11	**.11**	.00	.07	**.11**	.00	.08-.14	**.11**	.00
Context: Admin.	86	1	.27	--	**.41**	--	.11-.68	-----	**.44**	--	.27	**.41**	--	.11-.68	**.44**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																

All	71	1	.15	--	**.22**	--	-.12-.55	-----	**.24**	--	.15	**.22**	--	-.12-.55	**.24**	--
Simple Moderator Analyses																
Complexity: High	71	1	.15	--	**.25**	--	-.14-.61	-----	**.27**	--	.15	**.25**	--	-.14-.61	**.27**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	71	1	.15	--	**.22**	--	-.12-.55	-----	**.24**	--	.15	**.22**	--	-.12-.55	**.24**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	71	1	.15	--	**.23**	--	-.12-.56	-----	**.24**	--	.15	**.23**	--	-.12-.56	**.24**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	71	1	.15	--	**.23**	--	-.12-.56	-----	**.25**	--	.15	**.23**	--	-.12-.56	**.25**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	1,556	12	.13	.10	**.19**	.04	.11-.28	.14-.25	**.21**	.04	.14	**.21**	.00	.12-.30	**.23**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.02	.01	**.03**	.00	.00-.07	.03-.03	**.04**	.00	.02	**.03**	.00	.00-.07	**.04**	.00
Complexity: Medium	1,344	9	.15	.10	**.23**	.00	.13-.33	.23-.23	**.25**	.00	.15	**.24**	.00	.14-.34	**.26**	.00
Complexity: Low	76	1	.04	--	**.06**	--	-.28-.40	-----	**.06**	--	.04	**.06**	--	-.28-.40	**.06**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,556	12	.13	.10	**.19**	.04	.11-.28	.14-.25	**.21**	.04	.14	**.20**	.02	.12-.29	**.22**	.02
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	766	7	.12	.11	**.18**	.00	.07-.30	.18-.18	**.20**	.00	.13	**.19**	.00	.07-.31	**.20**	.00
Clerical Job: Yes	790	5	.14	.11	**.20**	.08	.07-.34	.10-.30	**.22**	.08	.16	**.23**	.02	.11-.36	**.25**	.03
Context: Research	1,144	10	.16	.10	**.24**	.00	.14-.33	.24-.24	**.26**	.00	.16	**.24**	.00	.15-.34	**.26**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																

																	915
All	89	2	.30	.14	**.44**	.00	.17-.70	.44-.44	**.48**	.00		.30	**.44**	.00	.17-.70	**.48**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	89	2	.30	.14	**.46**	.00	.18-.72	.46-.46	**.49**	.00		.30	**.46**	.00	.18-.72	**.49**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	89	2	.30	.14	**.44**	.00	.17-.70	.44-.44	**.48**	.00		.30	**.44**	.00	.17-.70	**.48**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.30	.14	**.45**	.00	.18-.71	.45-.45	**.48**	.00		.30	**.45**	.00	.18-.71	**.48**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	89	2	.30	.14	**.46**	.00	.18-.71	.46-.46	**.49**	.00		.30	**.46**	.00	.18-.71	**.49**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																	
All	76	1	.04	--	**.06**	--	-.27-.39	-----	**.06**	--		.04	**.06**	--	-.27-.39	**.06**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	76	1	.04	--	**.06**	--	-.28-.40	-----	**.06**	--		.04	**.06**	--	-.28-.40	**.06**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	.04	--	**.06**	--	-.27-.39	-----	**.06**	--		.04	**.06**	--	-.27-.39	**.06**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	.04	--	**.06**	--	-.28-.40	-----	**.07**	--		.04	**.06**	--	-.28-.40	**.07**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	76	1	.04	--	**.06**	--	-.28-.40	-----	**.07**	--		.04	**.06**	--	-.28-.40	**.07**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																	
All	412	2	.06	.08	**.09**	.03	-.06-.24	.05-.13	**.10**	.03		.07	**.11**	.00	-.08-.28	**.11**	.00
Simple Moderator Analyses																	

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	412	2	.06	.08	**.09**	.02	-.07-.25	.08-.11	**.10**	.02	.07	**.10**	.00	-.07-.27	**.11**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	412	2	.06	.08	**.09**	.03	-.06-.24	.05-.13	**.10**	.03	.07	**.10**	.02	-.07-.27	**.11**	.02
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	412	2	.06	.08	**.09**	.03	-.06-.24	.05-.12	**.09**	.03	.07	**.10**	.00	-.07-.28	**.11**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All OCB Measures																
All	402	2	-.02	.20	**-.04**	.30	-.48-.41	-.43-.35	**-.04**	.33	.00	**.00**	.33	-.49-.48	**.00**	.36
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	316	1	-.10	--	**-.17**	--	-.35-.02	-----	**-.18**	--	-.10	**-.17**	--	-.36-.02	**-.18**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	402	2	-.02	.20	**-.04**	.30	-.48-.41	-.43-.35	**-.04**	.33	-.02	**-.02**	.32	-.49-.44	**-.03**	.34
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	86	1	.25	--	**.40**	--	.08-.69	-----	**.43**	--	.25	**.40**	--	.08-.69	**.43**	--
Clerical Job: No	402	2	-.02	.20	**-.04**	.31	-.49-.41	-.44-.36	**-.04**	.33	.00	**.00**	.34	-.50-.50	**.00**	.37
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	316	1	-.10	--	**-.17**	--	-.34-.02	-----	**-.18**	--	-.10	**-.17**	--	-.37-.04	**-.18**	--
Context: Admin.	86	1	.25	--	**.41**	--	.08-.71	-----	**.44**	--	.25	**.41**	--	.08-.71	**.44**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	402	2	-.02	.20	**-.04**	.30	-.48-.41	-.43-.35	**-.04**	.33	.00	**.00**	.33	-.49-.48	**.00**	.36
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	316	1	-.10	--	**-.17**	--	-.35-.02	-----	**-.18**	--	-.10	**-.17**	--	-.36-.02	**-.18**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	402	2	-.02	.20	**-.04**	.30	-.48-.41	-.43-.35	**-.04**	.33	-.02	**-.02**	.32	-.49-.44	**-.03**	.34
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	86	1	.25	--	**.40**	--	.08-.69	-----	**.43**	--	.25	**.40**	--	.08-.69	**.43**	--
Clerical Job: No	402	2	-.02	.20	**-.04**	.31	-.49-.41	-.44-.36	**-.04**	.33	.00	**.00**	.34	-.50-.50	**.00**	.37
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	316	1	-.10	--	**-.17**	--	-.34-.02	-----	**-.18**	--	-.10	**-.17**	--	-.37-.04	**-.18**	--
Context: Admin.	86	1	.25	--	**.41**	--	.08-.71	-----	**.44**	--	.25	**.41**	--	.08-.71	**.44**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	86	1	.25	--	**.40**	--	.08-.69	-----	**.42**	--	.25	**.40**	--	.08-.69	**.42**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	86	1	.25	--	**.40**	--	.08-.69	-----	**.42**	--	.25	**.40**	--	.08-.69	**.42**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	86	1	.25	--	**.40**	--	.08-.69	-----	**.43**	--	.25	**.40**	--	.08-.69	**.43**	--
Clerical Job: No	86	1	.25	--	**.40**	--	.08-.70	-----	**.43**	--	.25	**.40**	--	.08-.70	**.43**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	86	1	.25	--	**.41**	--	.08-.71	-----	**.44**	--	.25	**.41**	--	.08-.71	**.44**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A82

Predictive Validity of Gs and Performance Outcomes

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	255	1	.00	--	**.00**	--	-.23-.23	-----	**.00**	--	.00	**.00**	--	-.25-.25	**.00**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.38-.38	**.00**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.00	--	**.00**	--	-.23-.23	-----	**.00**	--	.00	**.00**	--	-.23-.23	**.00**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.26-.26	**.00**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.24-.24	**.00**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	255	1	.00	--	**.00**	--	-.23-.23	-----	**.00**	--	.00	**.00**	--	-.25-.25	**.00**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.38-.38	**.00**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.00	--	**.00**	--	-.23-.23	-----	**.00**	--	.00	**.00**	--	-.23-.23	**.00**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.26-.26	**.00**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.24-.24	**.00**	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	255	1	.00	--	**.00**	--	-.23-.23	-----	**.00**	--	.00	**.00**	--	-.25-.25	**.00**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.38-.38	**.00**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.00	--	**.00**	--	-.23-.23	-----	**.00**	--	.00	**.00**	--	-.23-.23	**.00**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.26-.26	**.00**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.00	--	**.00**	--	-.24-.24	-----	**.00**	--	.00	**.00**	--	-.24-.24	**.00**	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	255	1	-.14	--	**-.26**	--	-.46--.04	-----	**-.29**	--	-.14	**-.26**	--	-.48--.02	**-.29**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.58-.11	**-.29**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	-.14	--	**-.26**	--	-.46--.04	-----	**-.29**	--	-.14	**-.26**	--	-.46--.04	**-.29**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.48--.02	**-.29**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	255	1	-.14	--	**-.27**	--	-.47--.04	-----	**-.29**	--	-.14	**-.27**	--	-.47--.04	**-.29**	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A83

Predictive Validity for Gs and Accidents

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	3,349	1	.01	--	**.02**	--	-.05-.08	-----	**.02**	--	.01	**.02**	--	-.23-.27	**.02**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,349	1	.01	--	**.02**	--	-.05-.08	-----	**.02**	--	.01	**.02**	--	-.12-.16	**.02**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,349	1	.01	--	**.02**	--	-.05-.09	-----	**.02**	--	.01	**.02**	--	-.24-.28	**.02**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	3,349	1	.01	--	**.02**	--	-.05-.09	-----	**.02**	--	.01	**.02**	--	-.18-.22	**.02**	--
Objective--Accidents---Culpable																
All	3,349	1	.01	--	**.02**	--	-.05-.08	-----	**.02**	--	.01	**.02**	--	-.23-.27	**.02**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,349	1	.01	--	**.02**	--	-.05-.08	-----	**.02**	--	.01	**.02**	--	-.12-.16	**.02**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,349	1	.01	--	**.02**	--	-.05-.09	-----	**.02**	--	.01	**.02**	--	-.24-.28	**.02**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,349	1	.01	--	**.02**	--	-.05-.09	-----	**.02**	--	.01	**.02**	--	-.18-.22	**.02**	--
Objective--Accidents---Culpable----Frequency																
All	3,349	1	.01	--	**.02**	--	-.05-.08	-----	**.02**	--	.01	**.02**	--	-.23-.27	**.02**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	.01	--	**.02**	--	-.05-.08	-----	**.02**	--	.01	**.02**	--	-.12-.16	**.02**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,349	1	.01	--	**.02**	--	-.05-.09	-----	**.02**	--	.01	**.02**	--	-.24-.28	**.02**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,349	1	.01	--	**.02**	--	-.05-.09	-----	**.02**	--	.01	**.02**	--	-.18-.22	**.02**	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A84

Predictive Validity for Gs and Potential

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	612	4	.19	.13	.27	.13	.08-.46	.11-.44	.29	.14	.18	.27	.12	.08-.45	.29	.13
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	612	4	.19	.13	.27	.13	.08-.46	.11-.44	.29	.14	.19	.27	.13	.08-.46	.29	.14
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	612	4	.19	.13	.27	.13	.08-.45	.11-.43	.29	.14	.18	.27	.12	.08-.45	.29	.13
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	314	2	.29	.04	.43	.00	.36-.50	.43-.43	.46	.00	.29	.42	.00	.35-.50	.46	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	314	2	.29	.04	.43	.00	.36-.50	.43-.43	.46	.00	.29	.43	.00	.36-.50	.46	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Clerical Job: Yes	314	2	.29	.04	.42	.00	.35-.49	.42-.42	.45	.00		.29	.42	.00	.35-.49	.45	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																	
All	298	2	.07	.05	.11	.00	.00-.21	.11-.11	.11	.00		.07	.11	.00	.00-.21	.12	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Sample Type: Civilian	298	2	.07	.05	.11	.00	.00-.21	.11-.11	.11	.00		.07	.11	.00	.00-.21	.11	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Clerical Job: Yes	298	2	.07	.05	.10	.00	.00-.20	.10-.10	.11	.00		.07	.11	.00	.00-.21	.11	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--

Table A85

Predictive Validity for Gs and Absences/Tardiness

Criterion	*N*	K	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	65	1	.10	--	**.15**	--	-.21-.50	-----	**.16**	--	.10	**.15**	--	-.21-.50	**.16**	--
Simple Moderator Analyses																
Complexity: High	65	1	.10	--	**.17**	--	-.24-.55	-----	**.18**	--	.10	**.17**	--	-.24-.55	**.18**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	.10	--	**.15**	--	-.21-.50	-----	**.16**	--	.10	**.15**	--	-.21-.50	**.16**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.10	--	**.15**	--	-.22-.51	-----	**.16**	--	.10	**.15**	--	-.22-.51	**.16**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	.10	--	**.15**	--	-.22-.51	-----	**.16**	--	.10	**.15**	--	-.22-.51	**.16**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	65	1	.10	--	**.15**	--	-.21-.50	-----	**.16**	--	.10	**.15**	--	-.21-.50	**.16**	--
Simple Moderator Analyses																
Complexity: High	65	1	.10	--	**.17**	--	-.24-.55	-----	**.18**	--	.10	**.17**	--	-.24-.55	**.18**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	.10	--	**.15**	--	-.21-.50	-----	**.16**	--	.10	**.15**	--	-.21-.50	**.16**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.10	--	**.15**	--	-.22-.51	-----	**.16**	--	.10	**.15**	--	-.22-.51	**.16**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	.10	--	**.15**	--	-.22-.51	-----	**.16**	--	.10	**.15**	--	-.22-.51	**.16**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A86

Predictive Validity for Gs and Attrition

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A87

Predictive Validity for Gs and Miscellaneous Other

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	63	4	-.04	.08	**-.06**	.00	-.18-.06	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.06	**-.06**	.00
Simple Moderator Analyses																
Complexity: High	63	4	-.04	.08	**-.07**	.00	-.21-.07	-.07--.07	**-.07**	.00	-.04	**-.07**	.00	-.21-.07	**-.07**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	63	4	-.04	.08	**-.06**	.00	-.18-.06	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.06	**-.06**	.00
Age: Below 40	63	4	-.04	.08	**-.06**	.00	-.18-.06	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.06	**-.06**	.00
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	63	4	-.04	.08	**-.06**	.00	-.18-.07	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.07	**-.06**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	63	4	-.04	.08	**-.06**	.00	-.19-.07	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.19-.07	**-.06**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	63	4	-.04	.08	**-.06**	.00	-.18-.06	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.06	**-.06**	.00
Simple Moderator Analyses																
Complexity: High	63	4	-.04	.08	**-.07**	.00	-.21-.07	-.07--.07	**-.07**	.00	-.04	**-.07**	.00	-.21-.07	**-.07**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Civilian	63	4	-.04	.08	**-.06**	.00	-.18-.06	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.06	**-.06**	.00
Age: Below 40	63	4	-.04	.08	**-.06**	.00	-.18-.06	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.06	**-.06**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	63	4	-.04	.08	**-.06**	.00	-.18-.07	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.18-.07	**-.06**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	63	4	-.04	.08	**-.06**	.00	-.19-.07	-.06--.06	**-.06**	.00	-.04	**-.06**	.00	-.19-.07	**-.06**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Adaptability																
All	51	1	.16	--	**.24**	--	-.16-.62	-----	**.25**	--	.16	**.24**	--	-.16-.62	**.25**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	51	1	.16	--	**.24**	--	-.16-.62	-----	**.25**	--	.16	**.24**	--	-.16-.62	**.25**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	51	1	.16	--	**.23**	--	-.16-.62	-----	**.25**	--	.16	**.23**	--	-.16-.62	**.25**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	8,642	1	.07	--	**.18**	--	.13-.23	-----	**.20**	--	.07	**.18**	--	-.16-.48	**.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	.07	--	**.18**	--	.13-.23	-----	**.20**	--	.07	**.18**	--	-.01-.36	**.20**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,642	1	.07	--	**.18**	--	.13-.24	-----	**.20**	--	.07	**.18**	--	-.17-.49	**.20**	--

																	932
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	8,642	1	.07	--	**.18**	--	.13-.24	-----	**.20**	--	.07	**.18**	--	-.14-.47	**.20**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	

Table A88

Predictive Validity for Gt and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	.02-.40	**.23**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	-.09-.49	**.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	.03-.39	**.23**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	.01-.40	**.23**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	.03-.39	**.23**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	-.09-.49	**.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	.03-.39	**.23**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	.03-.39	**.23**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.14	--	**.22**	--	.03-.39	-----	**.23**	--	.14	**.22**	--	.03-.39	**.23**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A89

Predictive Validity for Gt and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	270	2	.05	.07	**.10**	.00	-.08-.27	.10-.10	**.10**	.00	.06	**.10**	.00	-.09-.28	**.11**	.00
Simple Moderator Analyses																
Complexity: High	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	.04	--	**.08**	--	-.14-.29	-----	**.08**	--	.04	**.08**	--	-.28-.41	**.08**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	.04	--	**.08**	--	-.14-.29	-----	**.08**	--	.04	**.08**	--	-.14-.29	**.08**	--
Sample Type: Civilian	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Age: Below 40	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	270	2	.05	.07	**.10**	.00	-.08-.27	.10-.10	**.10**	.00	.06	**.10**	.00	-.09-.28	**.11**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	270	2	.05	.07	**.10**	.00	-.08-.27	.10-.10	**.10**	.00	.06	**.10**	.00	-.08-.27	**.11**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Age: Below 40	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	15	1	.26	--	**.44**	--	-.41-.97	-----	**.48**	--	.26	**.44**	--	-.41-.97	**.48**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	.04	--	**.08**	--	-.14-.29	-----	**.08**	--	.04	**.08**	--	-.28-.41	**.08**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.04	--	**.08**	--	-.14-.29	-----	**.08**	--	.04	**.08**	--	-.14-.29	**.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.04	--	**.08**	--	-.14-.29	-----	**.08**	--	.04	**.08**	--	-.14-.29	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.04	--	**.08**	--	-.14-.29	-----	**.08**	--	.04	**.08**	--	-.14-.29	**.08**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	171	1	-.01	--	**-.02**	--	-.27-.23	-----	**-.02**	--	-.01	**-.02**	--	-.27-.23	**-.02**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	171	1	-.01	--	**-.02**	--	-.27-.23	-----	**-.02**	--	-.01	**-.02**	--	-.27-.23	**-.02**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	171	1	-.01	--	**-.02**	--	-.27-.23	-----	**-.02**	--	-.01	**-.02**	--	-.28-.25	**-.02**	--
Clerical Job: No	171	1	-.01	--	**-.02**	--	-.27-.23	-----	**-.02**	--	-.01	**-.02**	--	-.27-.23	**-.02**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	171	1	-.01	--	**-.02**	--	-.27-.23	-----	**-.02**	--	-.01	**-.02**	--	-.27-.23	**-.02**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	--	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	--	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	--	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	--	--	--	--	**--**	--	----	----	**--**	--	--	**--**	--	----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																

All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.19-.35	.09	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.33-.48	.09	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.17-.33	.09	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.20-.35	.09	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.18-.34	.09	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.19-.35	.09	--

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.33-.48	.09	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.17-.33	.09	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.20-.35	.09	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	255	1	.04	--	.08	--	-.17-.33	-----	.09	--	.04	.08	--	-.18-.34	.09	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.16-.34	.10	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.29-.46	.10	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.14-.32	.10	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.16-.35	.10	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Context: Research	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.14-.33	.10	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.16-.34	.10	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.29-.46	.10	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.14-.32	.10	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.16-.35	.10	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	255	1	.05	--	.10	--	-.14-.32	-----	.10	--	.05	.10	--	-.14-.33	.10	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A90

Predictive Validity for Gt and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	942 --

Table A91

Predictive Validity for Gt and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.33-.04	**-.16**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.41-.13	**-.16**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.31-.02	**-.16**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.33-.04	**-.16**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.31-.02	**-.16**	--
Objective--Composite/Overall CWB Measures																
All	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.33-.04	**-.16**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.41-.13	**-.16**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.31-.02	**-.16**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.33-.04	**-.16**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.31-.02	**-.16**	--	
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Objective--CWB-I Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Objective--CWB-I Measures---Overall CWB-I																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Objective--CWB-O Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Objective--CWB-O Measures---Overall CWB-O																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---All CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---All CWB-I Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---All CWB-O Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Self Ratings---All CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	

Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A92

Predictive Validity for Gt and OCB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A93

Predictive Validity for Gt and Performance Outcomes

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.15-.22	**.04**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.25-.32	**.04**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.14-.21	**.04**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.15-.22	**.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.14-.21	**.04**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.15-.22	**.04**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.25-.32	**.04**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.14-.21	**.04**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.15-.22	**.04**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.14-.21	**.04**	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.15-.22	**.04**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.25-.32	**.04**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.14-.21	**.04**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.15-.22	**.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.03	--	**.04**	--	-.14-.21	-----	**.04**	--	.03	**.04**	--	-.14-.21	**.04**	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.33-.04	**-.16**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.41-.13	**-.16**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.31-.02	**-.16**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.33-.04	**-.16**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	-.11	--	**-.15**	--	-.31-.02	-----	**-.16**	--	-.11	**-.15**	--	-.31-.02	**-.16**	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A94

Predictive Validity for Gt and Accidents

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A95

Predictive Validity for Gt and Potential

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A96

Predictive Validity for Gt and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A97

Predictive Validity for Gt and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A98

Predictive Validity for Gt and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A99

Predictive Validity for Gq and Performance Determinants

Criterion	*N*	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	238,297	312	.56	.08	**.56**	.06	.55-.57	.49-.64	**.62**	.07	.56	**.56**	.06	.55-.57	**.62**	.07
Simple Moderator Analyses																
Complexity: High	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.76**	.00	.68	**.68**	.00	.65-.71	**.76**	.00
Complexity: Medium	124,597	155	.59	.08	**.59**	.05	.58-.60	.52-.65	**.65**	.06	.59	**.59**	.05	.58-.60	**.65**	.06
Complexity: Low	48,718	40	.51	.07	**.51**	.06	.49-.53	.44-.58	**.56**	.06	.51	**.51**	.06	.49-.53	**.56**	.06
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	238,297	312	.56	.08	**.56**	.06	.55-.57	.49-.64	**.62**	.07	.56	**.56**	.06	.55-.57	**.62**	.07
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	69	1	.12	--	**.20**	--	-.19-.54	-----	**.21**	--	.12	**.20**	--	-.19-.54	**.21**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	212,487	290	.56	.08	**.56**	.06	.55-.57	.49-.63	**.61**	.06	.56	**.56**	.06	.55-.57	**.61**	.06
Clerical Job: Yes	25,810	22	.65	.06	**.65**	.03	.62-.68	.61-.69	**.73**	.04	.65	**.65**	.03	.62-.68	**.73**	.04
Context: Research	597	2	.23	.05	**.36**	.00	.25-.47	.36-.36	**.38**	.00	.21	**.35**	.00	.19-.48	**.36**	.00
Context: Admin.	237,700	310	.56	.08	**.56**	.06	.56-.57	.49-.64	**.62**	.07	.56	**.56**	.06	.56-.57	**.62**	.07
Hierarchical Moderator Analysis																
Complexity: High	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.76**	.00	.68	**.68**	.00	.65-.71	**.76**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.76**	.00	.68	**.68**	.00	.65-.71	**.76**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.76**	.00	.68	**.68**	.00	.65-.71	**.76**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.76**	.00	.68	**.68**	.00	.65-.71	**.76**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	124,597	155	.59	.08	**.59**	.05	.58-.60	.52-.65	**.65**	.06	.59	**.59**	.05	.58-.60	**.65**	.06

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	124,597	155	.59	.08	**.59**	.05	.58-.60	.52-.65	**.65**	.06	.59	**.59**	.05	.58-.60	**.65**	.06
Age: Below 40	69	1	.12	--	**.21**	--	-.20-.56	-----	**.22**	--	.12	**.21**	--	-.20-.56	**.22**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	98,787	133	.58	.07	**.58**	.05	.56-.59	.52-.63	**.64**	.05	.58	**.58**	.05	.56-.59	**.64**	.05
Clerical Job: Yes	25,810	22	.65	.06	**.65**	.04	.62-.68	.60-.70	**.72**	.05	.65	**.65**	.04	.62-.68	**.72**	.05
Context: Research	69	1	.12	--	**.21**	--	-.20-.56	-----	**.22**	--	.12	**.21**	--	-.20-.56	**.22**	--
Context: Admin.	124,528	154	.59	.08	**.59**	.05	.58-.60	.52-.65	**.65**	.06	.59	**.59**	.05	.58-.60	**.65**	.06
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	48,718	40	.51	.07	**.51**	.06	.49-.53	.44-.58	**.56**	.06	.51	**.51**	.06	.49-.53	**.56**	.06
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	48,718	40	.51	.07	**.51**	.06	.49-.53	.44-.58	**.56**	.06	.51	**.51**	.06	.49-.53	**.56**	.06
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	48,718	40	.51	.07	**.51**	.06	.49-.53	.44-.58	**.56**	.06	.51	**.51**	.06	.49-.53	**.56**	.06
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	48,718	40	.51	.07	**.51**	.06	.49-.53	.44-.58	**.56**	.06	.51	**.51**	.06	.49-.53	**.56**	.06
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	402	4	.32	.03	**.61**	.00	.56-.65	.61-.61	**.65**	.00	.32	**.61**	.00	.56-.66	**.65**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	135	3	.34	.05	**.64**	.00	.55-.72	.64-.64	**.68**	.00	.34	**.64**	.00	.55-.72	**.68**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Sample Type: Civilian	333	3	.32	.04	**.62**	.00	.56-.67	.62-.62	**.66**	.00	.32	**.62**	.00	.56-.67	**.66**	.00
Age: Below 40	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Age: 40 and above	66	2	.38	.03	**.69**	.00	.65-.74	.69-.69	**.75**	.00	.38	**.69**	.00	.65-.74	**.75**	.00
Clerical Job: No	402	4	.32	.03	**.60**	.00	.55-.65	.60-.60	**.64**	.00	.32	**.60**	.00	.55-.65	**.65**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	402	4	.32	.03	**.61**	.00	.56-.65	.61-.61	**.65**	.00	.32	**.61**	.00	.56-.66	**.65**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	135	3	.34	.05	**.64**	.00	.55-.72	.64-.64	**.68**	.00	.34	**.64**	.00	.55-.72	**.68**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Sample Type: Civilian	333	3	.32	.04	**.62**	.00	.56-.67	.62-.62	**.66**	.00	.32	**.62**	.00	.56-.67	**.66**	.00
Age: Below 40	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Age: 40 and above	66	2	.38	.03	**.69**	.00	.65-.74	.69-.69	**.75**	.00	.38	**.69**	.00	.65-.74	**.75**	.00
Clerical Job: No	402	4	.32	.03	**.60**	.00	.55-.65	.60-.60	**.64**	.00	.32	**.60**	.00	.55-.65	**.65**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	69	1	.30	--	**.57**	--	.16-.84	-----	**.60**	--	.30	**.57**	--	.16-.84	**.60**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	69	1	.30	--	**.55**	--	.16-.83	-----	**.58**	--	.30	**.55**	--	.16-.83	**.58**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	69	1	.30	--	**.56**	--	.16-.83	-----	**.59**	--	.30	**.56**	--	.16-.83	**.59**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	333	3	.32	.04	**.62**	.00	.56-.67	.62-.62	**.66**	.00	.33	**.62**	.00	.56-.68	**.67**	.00

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	66	2	.38	.03	**.71**	.00	.66-.75	.71-.71	**.76**	.00	.38	**.71**	.00	.66-.75	**.76**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	333	3	.32	.04	**.62**	.00	.56-.67	.62-.62	**.66**	.00	.32	**.62**	.00	.56-.67	**.66**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	66	2	.38	.03	**.69**	.00	.65-.74	.69-.69	**.75**	.00	.38	**.69**	.00	.65-.74	**.75**	.00
Clerical Job: No	333	3	.32	.04	**.61**	.00	.55-.67	.61-.61	**.66**	.00	.33	**.62**	.00	.55-.67	**.66**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A100

Predictive Validity for Gq and Task Performance

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	1,210	3	.46	.01	**.58**	.00	.54-.62	.58-.58	**.64**	.00	.46	**.58**	.00	.54-.62	**.64**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,210	3	.46	.01	**.58**	.00	.54-.62	.58-.58	**.64**	.00	.46	**.58**	.00	.54-.62	**.64**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.46	.01	**.58**	.00	.54-.62	.58-.58	**.64**	.00	.46	**.58**	.00	.54-.62	**.64**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	69	1	.32	--	**.55**	--	.19-.80	-----	**.58**	--	.32	**.55**	--	.19-.80	**.58**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,210	3	.46	.01	**.58**	.00	.54-.62	.58-.58	**.64**	.00	.46	**.58**	.00	.54-.62	**.64**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.47	.01	**.58**	.00	.56-.60	.58-.58	**.64**	.00	.47	**.58**	.00	.56-.60	**.64**	.00
Context: Admin.	69	1	.32	--	**.55**	--	.19-.80	-----	**.58**	--	.32	**.55**	--	.19-.80	**.58**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,210	3	.46	.01	**.58**	.00	.54-.62	.58-.58	**.64**	.00	.46	**.58**	.00	.54-.62	**.64**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.46	.01	**.58**	.00	.54-.62	.58-.58	**.64**	.00	.46	**.58**	.00	.54-.62	**.64**	.00
Age: Below 40	69	1	.32	--	**.56**	--	.20-.81	-----	**.59**	--	.32	**.56**	--	.20-.81	**.59**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,210	3	.46	.01	**.58**	.00	.54-.62	.58-.58	**.64**	.00	.46	**.58**	.00	.54-.62	**.64**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.47	.01	**.58**	.00	.56-.60	.58-.58	**.65**	.00	.47	**.58**	.00	.56-.60	**.65**	.00
Context: Admin.	69	1	.32	--	**.56**	--	.20-.81	-----	**.59**	--	.32	**.56**	--	.20-.81	**.59**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	2,817	9	.37	.11	**.43**	.08	.35-.51	.33-.53	**.47**	.09	.37	**.43**	.08	.35-.51	**.47**	.09
Simple Moderator Analyses																
Complexity: High	121	1	.42	--	**.49**	--	.26-.73	-----	**.55**	--	.42	**.49**	--	.26-.73	**.55**	--
Complexity: Medium	1,647	5	.36	.14	**.42**	.12	.29-.56	.27-.58	**.47**	.14	.36	**.42**	.12	.29-.56	**.47**	.14
Complexity: Low	949	2	.35	.05	**.40**	.00	.32-.49	.40-.40	**.44**	.00	.35	**.40**	.00	.32-.49	**.44**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,817	9	.37	.11	**.43**	.08	.35-.51	.33-.53	**.47**	.09	.37	**.43**	.08	.35-.51	**.47**	.09
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,554	8	.35	.09	**.40**	.04	.33-.47	.35-.46	**.44**	.05	.35	**.40**	.04	.33-.47	**.44**	.05
Clerical Job: Yes	263	1	.55	--	**.64**	--	.50-.78	-----	**.73**	--	.55	**.64**	--	.50-.78	**.73**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,817	9	.37	.11	**.43**	.08	.35-.51	.33-.53	**.47**	.09	.37	**.43**	.08	.35-.51	**.47**	.09
Hierarchical Moderator Analysis																
Complexity: High	121	1	.42	--	**.49**	--	.26-.73	-----	**.55**	--	.42	**.49**	--	.26-.73	**.55**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	121	1	.42	--	**.49**	--	.26-.73	-----	**.55**	--	.42	**.49**	--	.26-.73	**.55**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	121	1	.42	--	**.49**	--	.26-.73	-----	**.55**	--	.42	**.49**	--	.26-.73	**.55**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	121	1	.42	--	**.49**	--	.26-.73	-----	**.55**	--	.42	**.49**	--	.26-.73	**.55**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,647	5	.36	.14	**.42**	.12	.29-.56	.27-.58	**.47**	.14	.36	**.42**	.12	.29-.56	**.47**	.14
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,647	5	.36	.14	**.42**	.12	.29-.56	.27-.58	**.47**	.14	.36	**.42**	.12	.29-.56	**.47**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,384	4	.32	.10	**.37**	.07	.25-.49	.28-.46	**.41**	.08	.32	**.37**	.07	.25-.49	**.41**	.08

																	964
Clerical Job: Yes	263	1	.55	--	**.64**	--	.50-.78	-----	**.71**	--		.55	**.64**	--	.50-.78	**.71**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	1,647	5	.36	.14	**.42**	.12	.29-.56	.27-.58	**.47**	.14		.36	**.42**	.12	.29-.56	**.47**	.14
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	949	2	.35	.05	**.40**	.00	.32-.49	.40-.40	**.44**	.00		.35	**.40**	.00	.32-.49	**.44**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	949	2	.35	.05	**.40**	.00	.32-.49	.40-.40	**.44**	.00		.35	**.40**	.00	.32-.49	**.44**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	949	2	.35	.05	**.40**	.00	.32-.49	.40-.40	**.44**	.00		.35	**.40**	.00	.32-.49	**.44**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	949	2	.35	.05	**.40**	.00	.32-.49	.40-.40	**.44**	.00		.35	**.40**	.00	.32-.49	**.44**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																	
All	886	5	.16	.10	**.33**	.09	.15-.49	.21-.45	**.35**	.10		.17	**.35**	.13	.13-.55	**.37**	.13
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	321	3	.14	.12	**.30**	.09	.02-.54	.18-.41	**.31**	.10		.14	**.30**	.09	.02-.54	**.31**	.10
Complexity: Low	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--		.48	**.77**	--	.45-.98	**.83**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	775	2	.13	.04	**.27**	.00	.16-.37	.27-.27	**.28**	.00		.13	**.27**	.00	.16-.37	**.28**	.00
Sample Type: Civilian	111	3	.38	.10	**.70**	.00	.54-.82	.70-.70	**.75**	.00		.38	**.70**	.00	.54-.82	**.75**	.00
Age: Below 40	255	1	.09	--	**.19**	--	-.06-.42	-----	**.20**	--		.09	**.19**	--	-.22-.55	**.20**	--
Age: 40 and above	66	2	.32	.05	**.62**	.00	.51-.71	.62-.62	**.66**	.00		.32	**.62**	.00	.51-.71	**.66**	.00
Clerical Job: No	886	5	.16	.10	**.33**	.09	.15-.49	.21-.45	**.34**	.10		.18	**.35**	.13	.13-.54	**.37**	.13
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	255	1	.09	--	**.19**	--	-.06-.42	-----	**.20**	--		.09	**.19**	--	-.07-.43	**.20**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

																	965
Complexity: Medium	321	3	.14	.12	**.30**	.09	.02-.54	.18-.41	**.31**	.10		.14	**.30**	.09	.02-.54	**.31**	.10
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--		.09	**.20**	--	-.06-.44	**.21**	--
Age: Below 40	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--		.09	**.20**	--	-.06-.44	**.21**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--		.09	**.20**	--	-.06-.44	**.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--		.09	**.20**	--	-.06-.44	**.21**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	66	2	.32	.05	**.63**	.00	.52-.72	.63-.63	**.68**	.00		.32	**.63**	.00	.52-.72	**.68**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	66	2	.32	.05	**.63**	.00	.52-.72	.63-.63	**.68**	.00		.32	**.63**	.00	.52-.72	**.68**	.00
Clerical Job: No	66	2	.32	.05	**.63**	.00	.52-.72	.63-.63	**.68**	.00		.32	**.63**	.00	.52-.72	**.68**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--		.48	**.77**	--	.45-.98	**.83**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--		.48	**.77**	--	.45-.98	**.83**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--		.48	**.77**	--	.45-.98	**.83**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																	
All	886	5	.16	.10	**.33**	.09	.15-.49	.21-.45	**.35**	.10		.17	**.35**	.13	.13-.55	**.37**	.13
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	321	3	.14	.12	**.30**	.09	.02-.54	.18-.41	**.31**	.10		.14	**.30**	.09	.02-.54	**.31**	.10
Complexity: Low	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--		.48	**.77**	--	.45-.98	**.83**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	775	2	.13	.04	**.27**	.00	.16-.37	.27-.27	**.28**	.00	.13	**.27**	.00	.16-.37	**.28**	.00
Sample Type: Civilian	111	3	.38	.10	**.70**	.00	.54-.82	.70-.70	**.75**	.00	.38	**.70**	.00	.54-.82	**.75**	.00
Age: Below 40	255	1	.09	--	**.19**	--	-.06-.42	-----	**.20**	--	.09	**.19**	--	-.22-.55	**.20**	--
Age: 40 and above	66	2	.32	.05	**.62**	.00	.51-.71	.62-.62	**.66**	.00	.32	**.62**	.00	.51-.71	**.66**	.00
Clerical Job: No	886	5	.16	.10	**.33**	.09	.15-.49	.21-.45	**.34**	.10	.18	**.35**	.13	.13-.54	**.37**	.13
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.09	--	**.19**	--	-.06-.42	-----	**.20**	--	.09	**.19**	--	-.07-.43	**.20**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	321	3	.14	.12	**.30**	.09	.02-.54	.18-.41	**.31**	.10	.14	**.30**	.09	.02-.54	**.31**	.10
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--	.09	**.20**	--	-.06-.44	**.21**	--
Age: Below 40	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--	.09	**.20**	--	-.06-.44	**.21**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--	.09	**.20**	--	-.06-.44	**.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.09	--	**.20**	--	-.06-.44	-----	**.21**	--	.09	**.20**	--	-.06-.44	**.21**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	66	2	.32	.05	**.63**	.00	.52-.72	.63-.63	**.68**	.00	.32	**.63**	.00	.52-.72	**.68**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	66	2	.32	.05	**.63**	.00	.52-.72	.63-.63	**.68**	.00	.32	**.63**	.00	.52-.72	**.68**	.00
Clerical Job: No	66	2	.32	.05	**.63**	.00	.52-.72	.63-.63	**.68**	.00	.32	**.63**	.00	.52-.72	**.68**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--	.48	**.77**	--	.45-.98	**.83**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--	.48	**.77**	--	.45-.98	**.83**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--	.48	**.77**	--	.45-.98	**.83**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	45	1	.48	--	**.80**	--	.49-.98	-----	**.86**	--	.48	**.80**	--	.49-.98	**.86**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	45	1	.48	--	**.77**	--	.45-.98	-----	**.83**	--	.48	**.77**	--	.45-.98	**.83**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	45	1	.48	--	**.80**	--	.49-.98	-----	**.86**	--	.48	**.80**	--	.49-.98	**.86**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	45	1	.48	--	**.80**	--	.48-.98	-----	**.86**	--	.48	**.80**	--	.48-.98	**.86**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Task Performance Measures																

All	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.26-.32	**.03**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	255	1	.01	--	**.03**	--	-.25-.31	-----	**.03**	--	.01	**.03**	--	-.25-.31	**.03**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.24-.30	**.03**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.40-.45	**.03**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.26-.32	**.03**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.25-.30	**.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.26-.32	**.03**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	255	1	.01	--	**.03**	--	-.25-.31	-----	**.03**	--	.01	**.03**	--	-.25-.31	**.03**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.24-.30	**.03**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.40-.45	**.03**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.26-.32	**.03**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.01	--	**.03**	--	-.24-.30	-----	**.03**	--	.01	**.03**	--	-.25-.30	**.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A101

Predictive Validity for Gq and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	5,815	8	.07	.05	**.10**	.00	.04-.17	.10-.10	**.11**	.00	.07	**.10**	.01	.03-.16	**.11**	.01
Simple Moderator Analyses																
Complexity: High	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--	.09	**.21**	--	-.25-.60	**.23**	--
Complexity: Medium	5,716	7	.07	.05	**.10**	.01	.03-.17	.09-.12	**.11**	.01	.07	**.10**	.01	.03-.16	**.11**	.02
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02	.06	**.08**	.02	.02-.13	**.09**	.02
Sample Type: Civilian	537	4	.17	.10	**.36**	.00	.17-.53	.36-.36	**.39**	.00	.18	**.37**	.00	.16-.55	**.40**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	66	2	.38	.04	**.70**	.00	.62-.76	.70-.70	**.75**	.00	.38	**.70**	.00	.62-.76	**.75**	.00
Clerical Job: No	5,815	8	.07	.05	**.10**	.00	.04-.17	.10-.10	**.11**	.00	.07	**.10**	.01	.03-.16	**.11**	.01
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	372	1	.16	--	**.35**	--	.13-.54	-----	**.38**	--	.16	**.35**	--	.08-.58	**.38**	--
Context: Admin.	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02	.06	**.08**	.02	.02-.13	**.09**	.02
Hierarchical Moderator Analysis																
Complexity: High	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--	.09	**.21**	--	-.25-.60	**.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--	.09	**.21**	--	-.25-.60	**.23**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--	.09	**.21**	--	-.25-.60	**.23**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	5,716	7	.07	.05	**.10**	.01	.03-.17	.09-.12	**.11**	.01	.07	**.10**	.01	.03-.16	**.11**	.02

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02	.06	**.08**	.02	.02-.13	**.09**	.02
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02	.06	**.08**	.02	.02-.13	**.09**	.02
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02	.06	**.08**	.02	.02-.13	**.09**	.02
Sample Type: Civilian	438	3	.19	.10	**.41**	.00	.18-.60	.41-.41	**.44**	.00	.20	**.43**	.00	.17-.64	**.46**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	66	2	.38	.04	**.71**	.00	.64-.78	.71-.71	**.76**	.00	.38	**.71**	.00	.64-.78	**.76**	.00
Clerical Job: No	438	3	.19	.10	**.41**	.00	.18-.60	.41-.41	**.44**	.00	.20	**.43**	.00	.17-.63	**.46**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	372	1	.16	--	**.34**	--	.13-.53	-----	**.37**	--	.16	**.34**	--	.10-.55	**.37**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	372	1	.16	--	**.33**	--	.13-.51	-----	**.36**	--	.16	**.33**	--	.06-.56	**.36**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	372	1	.16	--	**.34**	--	.13-.53	-----	**.37**	--	.16	**.34**	--	.10-.55	**.37**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	372	1	.16	--	**.33**	--	.13-.51	-----	**.36**	--	.16	**.33**	--	.09-.54	**.36**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	372	1	.16	--	**.33**	--	.12-.51	-----	**.35**	--	.16	**.33**	--	.05-.56	**.35**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	372	1	.16	--	**.35**	--	.13-.54	-----	**.38**	--	.16	**.35**	--	.08-.58	**.38**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	372	1	.16	--	**.34**	--	.13-.53	-----	**.37**	--		.16	**.34**	--	.10-.55	**.37**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	372	1	.16	--	**.34**	--	.13-.53	-----	**.37**	--		.16	**.34**	--	.09-.56	**.37**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	372	1	.16	--	**.34**	--	.13-.53	-----	**.37**	--		.16	**.34**	--	.10-.55	**.37**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	372	1	.16	--	**.34**	--	.13-.53	-----	**.37**	--		.16	**.34**	--	.10-.55	**.37**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																	
All	5,443	7	.06	.05	**.09**	.04	.02-.15	.04-.13	**.10**	.04		.06	**.09**	.04	.02-.15	**.10**	.04
Simple Moderator Analyses																	
Complexity: High	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--		.09	**.21**	--	-.25-.60	**.23**	--
Complexity: Medium	5,344	6	.06	.04	**.09**	.00	.03-.14	.09-.09	**.09**	.00		.06	**.09**	.00	.03-.14	**.09**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02		.06	**.08**	.02	.02-.13	**.09**	.02
Sample Type: Civilian	165	3	.21	.18	**.43**	.17	.02-.73	.20-.65	**.46**	.19		.21	**.43**	.17	.02-.73	**.46**	.19
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	66	2	.38	.04	**.70**	.00	.62-.76	.70-.70	**.75**	.00		.38	**.70**	.00	.62-.76	**.75**	.00
Clerical Job: No	5,443	7	.06	.05	**.09**	.03	.02-.15	.04-.13	**.10**	.04		.06	**.09**	.03	.02-.15	**.10**	.04
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02		.06	**.08**	.02	.02-.13	**.09**	.02
Hierarchical Moderator Analysis																	
Complexity: High	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--		.09	**.21**	--	-.25-.60	**.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--		.09	**.21**	--	-.25-.60	**.23**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

																	973
Clerical Job: No	99	1	.09	--	**.21**	--	-.25-.60	-----	**.23**	--		.09	**.21**	--	-.25-.60	**.23**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	5,344	6	.06	.04	**.09**	.00	.03-.14	.09-.09	**.09**	.00		.06	**.09**	.00	.03-.14	**.09**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02		.06	**.08**	.02	.02-.13	**.09**	.02
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02		.06	**.08**	.02	.02-.13	**.09**	.02
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.06	.04	**.08**	.02	.02-.13	.06-.10	**.09**	.02		.06	**.08**	.02	.02-.13	**.09**	.02
Sample Type: Civilian	66	2	.38	.04	**.71**	.00	.64-.78	.71-.71	**.76**	.00		.38	**.71**	.00	.64-.78	**.76**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	66	2	.38	.04	**.71**	.00	.64-.78	.71-.71	**.76**	.00		.38	**.71**	.00	.64-.78	**.76**	.00
Clerical Job: No	66	2	.38	.04	**.71**	.00	.64-.78	.71-.71	**.76**	.00		.38	**.71**	.00	.64-.78	**.76**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																	

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A102

Predictive Validity for Gq and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A103

Predictive Validity for Gq and OCB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	307	1	.13	--	**.27**	--	.04-.47	-----	**.28**	--	.13	**.27**	--	.00-.50	**.28**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	307	1	.13	--	**.27**	--	.04-.47	-----	**.28**	--	.13	**.27**	--	.04-.47	**.28**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	307	1	.13	--	**.26**	--	.04-.46	-----	**.28**	--	.13	**.26**	--	.00-.50	**.28**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	307	1	.13	--	**.27**	--	.04-.47	-----	**.28**	--	.13	**.27**	--	.00-.50	**.28**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	307	1	.13	--	**.27**	--	.04-.47	-----	**.28**	--	.13	**.27**	--	.04-.47	**.28**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	307	1	.13	--	**.26**	--	.04-.46	-----	**.28**	--	.13	**.26**	--	.00-.50	**.28**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	307	1	.13	--	**.27**	--	.04-.47	-----	**.28**	--	.13	**.27**	--	.00-.50	**.28**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.13	--	**.27**	--	.04-.47	-----	**.28**	--	.13	**.27**	--	.04-.47	**.28**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	307	1	.13	--	**.26**	--	.04-.46	-----	**.28**	--	.13	**.26**	--	.00-.50	**.28**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A104

Predictive Validity for Gq and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A105

Predictive Validity for Gq and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.20-.20	**.00**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.11-.12	**.00**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,349	1	.00	--	**.00**	--	-.05-.05	-----	**.00**	--	.00	**.00**	--	-.20-.20	**.00**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.15-.16	**.00**	--
Objective--Accidents---Culpable																
All	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.20-.20	**.00**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.11-.12	**.00**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,349	1	.00	--	**.00**	--	-.05-.05	-----	**.00**	--	.00	**.00**	--	-.20-.20	**.00**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.15-.16	**.00**	--
Objective--Accidents---Culpable----Frequency																
All	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.20-.20	**.00**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.11-.12	**.00**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,349	1	.00	--	**.00**	--	-.05-.05	-----	**.00**	--	.00	**.00**	--	-.20-.20	**.00**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,349	1	.00	--	**.00**	--	-.05-.06	-----	**.00**	--	.00	**.00**	--	-.15-.16	**.00**	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A106

Predictive Validity for Gq and Potential

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	66	2	.38	.06	**.69**	.00	.58-.78	.69-.69	**.74**	.00	.38	**.69**	.00	.58-.78	**.74**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	66	2	.38	.06	**.71**	.00	.59-.80	.71-.71	**.76**	.00	.38	**.71**	.00	.59-.80	**.76**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	66	2	.38	.06	**.69**	.00	.58-.78	.69-.69	**.74**	.00	.38	**.69**	.00	.58-.78	**.74**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	66	2	.38	.06	**.69**	.00	.58-.78	.69-.69	**.74**	.00	.38	**.69**	.00	.58-.78	**.74**	.00
Clerical Job: No	66	2	.38	.06	**.68**	.00	.57-.78	.68-.68	**.74**	.00	.38	**.68**	.00	.57-.78	**.74**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	66	2	.38	.06	**.69**	.00	.58-.78	.69-.69	**.74**	.00	.38	**.69**	.00	.58-.78	**.74**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	66	2	.38	.06	**.71**	.00	.59-.80	.71-.71	**.76**	.00	.38	**.71**	.00	.59-.80	**.76**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	66	2	.38	.06	**.69**	.00	.58-.78	.69-.69	**.74**	.00	.38	**.69**	.00	.58-.78	**.74**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

																985
Age: 40 and above	66	2	.38	.06	**.69**	.00	.58-.78	.69-.69	**.74**	.00	.38	**.69**	.00	.58-.78	**.74**	.00
Clerical Job: No	66	2	.38	.06	**.68**	.00	.57-.78	.68-.68	**.74**	.00	.38	**.68**	.00	.57-.78	**.74**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A107

Predictive Validity for Gq and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A108

Predictive Validity for Gq and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A109

Predictive Validity for Gq and Miscellaneous Other

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	.06	--	**.12**	--	-.05-.30	-----	**.13**	--	.06	**.12**	--	-.15-.38	**.13**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	519	1	.06	--	**.12**	--	-.05-.30	-----	**.13**	--	.06	**.12**	--	-.05-.30	**.13**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	519	1	.06	--	**.12**	--	-.05-.29	-----	**.13**	--	.06	**.12**	--	-.15-.38	**.13**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A110

Predictive Validity for Verbal Ability and Performance Determinants

Criterion	*N*	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	238,228	311	.57	.09	**.57**	.05	.56-.58	.51-.63	**.64**	.05	.57	**.57**	.05	.56-.58	**.64**	.05
Simple Moderator Analyses																
Complexity: High	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.78**	.00	.68	**.68**	.00	.65-.71	**.78**	.00
Complexity: Medium	124,528	154	.60	.07	**.60**	.00	.59-.61	.60-.60	**.68**	.00	.60	**.60**	.00	.59-.61	**.68**	.00
Complexity: Low	48,718	40	.51	.08	**.51**	.06	.48-.53	.43-.59	**.57**	.07	.51	**.51**	.06	.48-.53	**.57**	.07
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	238,228	311	.57	.09	**.57**	.05	.56-.58	.51-.63	**.64**	.05	.57	**.57**	.05	.56-.58	**.64**	.05
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	212,418	289	.56	.09	**.56**	.05	.55-.57	.51-.62	**.64**	.05	.56	**.56**	.05	.55-.57	**.64**	.05
Clerical Job: Yes	25,810	22	.65	.08	**.65**	.00	.62-.69	.65-.65	**.74**	.00	.65	**.65**	.00	.62-.69	**.74**	.00
Context: Research	528	1	.39	--	**.73**	--	.64-.80	-----	**.75**	--	.39	**.73**	--	.60-.82	**.75**	--
Context: Admin.	237,700	310	.57	.09	**.57**	.05	.56-.58	.51-.63	**.64**	.05	.57	**.57**	.05	.56-.58	**.64**	.05
Hierarchical Moderator Analysis																
Complexity: High	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.78**	.00	.68	**.68**	.00	.65-.71	**.78**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.78**	.00	.68	**.68**	.00	.65-.71	**.78**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.78**	.00	.68	**.68**	.00	.65-.71	**.78**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	4,350	16	.68	.06	**.68**	.00	.65-.71	.68-.68	**.78**	.00	.68	**.68**	.00	.65-.71	**.78**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	124,528	154	.60	.07	**.60**	.00	.59-.61	.60-.60	**.68**	.00	.60	**.60**	.00	.59-.61	**.68**	.00

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	124,528	154	.60	.07	**.60**	.00	.59-.61	.60-.60	**.68**	.00	.60	**.60**	.00	.59-.61	**.68**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	98,718	132	.59	.07	**.59**	.00	.58-.61	.59-.59	**.67**	.00	.59	**.59**	.00	.58-.61	**.67**	.00
Clerical Job: Yes	25,810	22	.65	.08	**.65**	.00	.62-.69	.65-.65	**.74**	.00	.65	**.65**	.00	.62-.69	**.74**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	124,528	154	.60	.07	**.60**	.00	.59-.61	.60-.60	**.68**	.00	.60	**.60**	.00	.59-.61	**.68**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	48,718	40	.51	.08	**.51**	.06	.48-.53	.43-.59	**.57**	.07	.51	**.51**	.06	.48-.53	**.57**	.07
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	48,718	40	.51	.08	**.51**	.06	.48-.53	.43-.59	**.57**	.07	.51	**.51**	.06	.48-.53	**.57**	.07
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	48,718	40	.51	.08	**.51**	.06	.48-.53	.43-.59	**.57**	.07	.51	**.51**	.06	.48-.53	**.57**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	48,718	40	.51	.08	**.51**	.06	.48-.53	.43-.59	**.57**	.07	.51	**.51**	.06	.48-.53	**.57**	.07
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	1,085	7	.19	.15	**.39**	.23	.16-.59	.11-.68	**.41**	.23	.19	**.40**	.26	.13-.62	**.41**	.27
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	516	2	.20	.09	**.41**	.06	.14-.62	.33-.49	**.42**	.06	.21	**.43**	.10	.11-.68	**.44**	.10
Complexity: Low	76	1	-.12	--	**-.25**	--	-.65-.24	-----	**-.26**	--	-.12	**-.25**	--	-.65-.24	**-.26**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.16	--	**.46**	--	-.04-.77	-----	**.48**	--	.16	**.46**	--	-.04-.77	**.48**	--
Sample Type: Civilian	968	6	.19	.17	**.39**	.25	.12-.61	.07-.71	**.40**	.26	.19	**.39**	.29	.09-.64	**.41**	.30
Age: Below 40	471	1	.18	--	**.37**	--	.19-.52	-----	**.38**	--	.18	**.37**	--	-.03-.68	**.38**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	664	3	.14	.11	**.31**	.16	.03-.55	.11-.52	**.33**	.17	.12	**.27**	.21	-.09-.56	**.28**	.22
Clerical Job: Yes	421	4	.25	.21	**.51**	.27	.11-.78	.15-.86	**.53**	.29	.25	**.51**	.27	.11-.78	**.53**	.29
Context: Research	664	3	.14	.11	**.31**	.16	.03-.55	.11-.52	**.33**	.17	.12	**.28**	.21	-.07-.56	**.29**	.21
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	1,085	7	.18	.16	**.39**	.23	.15-.59	.10-.68	**.40**	.24	.18	**.39**	.27	.12-.62	**.41**	.28
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	516	2	.20	.09	**.41**	.06	.14-.62	.33-.49	**.42**	.06	.21	**.43**	.10	.11-.68	**.44**	.10
Complexity: Low	76	1	-.12	--	**-.25**	--	-.65-.24	-----	**-.26**	--	-.12	**-.25**	--	-.65-.24	**-.26**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.14	--	**.41**	--	-.12-.74	-----	**.42**	--	.14	**.41**	--	-.12-.74	**.42**	--
Sample Type: Civilian	968	6	.19	.17	**.39**	.25	.12-.61	.07-.71	**.40**	.26	.19	**.39**	.29	.09-.64	**.41**	.30
Age: Below 40	471	1	.18	--	**.37**	--	.19-.52	-----	**.38**	--	.18	**.37**	--	-.03-.68	**.38**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	664	3	.14	.11	**.31**	.16	.02-.55	.10-.51	**.32**	.17	.11	**.25**	.21	-.09-.55	**.26**	.22
Clerical Job: Yes	421	4	.25	.21	**.51**	.27	.11-.78	.15-.86	**.53**	.29	.25	**.51**	.27	.11-.78	**.53**	.29
Context: Research	664	3	.14	.11	**.31**	.16	.02-.55	.10-.51	**.32**	.17	.12	**.26**	.20	-.07-.55	**.27**	.21
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	792	5	.15	.10	**.33**	.09	.14-.51	.22-.45	**.35**	.09	.14	**.31**	.13	.07-.52	**.32**	.14
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	516	2	.20	.09	**.41**	.06	.14-.62	.33-.49	**.42**	.06	.21	**.43**	.10	.11-.68	**.44**	.10
Complexity: Low	76	1	-.04	--	**-.09**	--	-.54-.39	-----	**-.09**	--	-.04	**-.09**	--	-.54-.39	**-.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.14	--	**.41**	--	-.12-.74	-----	**.42**	--	.14	**.41**	--	-.12-.74	**.42**	--
Sample Type: Civilian	675	4	.15	.12	**.32**	.14	.09-.53	.14-.51	**.34**	.15	.14	**.30**	.18	.02-.55	**.32**	.19
Age: Below 40	471	1	.18	--	**.37**	--	.19-.52	-----	**.38**	--	.18	**.37**	--	-.03-.68	**.38**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	664	3	.15	.08	**.32**	.01	.12-.51	.31-.34	**.34**	.01	.13	**.28**	.06	.03-.50	**.29**	.06
Clerical Job: Yes	128	2	.18	.24	**.38**	.37	-.31-.84	-.09-.85	**.40**	.38	.18	**.38**	.37	-.31-.84	**.40**	.38
Context: Research	664	3	.15	.08	**.32**	.00	.12-.50	.32-.32	**.34**	.00	.13	**.29**	.05	.05-.50	**.30**	.06
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	369	3	.19	.30	**.38**	.53	-.32-.85	-.29-1.00	**.40**	.55	.19	**.38**	.53	-.32-.85	**.40**	.55

Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	76	1	-.19	--	**-.40**	--	-.74-.06	-----	**-.42**	--	-.19	**-.40**	--	-.74-.06	**-.42**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	369	3	.19	.30	**.38**	.53	-.32-.85	-.29-1.00	**.40**	.55	.19	**.38**	.53	-.32-.85	**.40**	.55	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	76	1	-.19	--	**-.40**	--	-.73-.06	-----	**-.41**	--	-.19	**-.40**	--	-.73-.06	**-.41**	--	
Clerical Job: Yes	293	2	.28	.24	**.55**	.34	-.12-.93	.12-.99	**.58**	.35	.28	**.55**	.34	-.12-.93	**.58**	.35	
Context: Research	76	1	-.19	--	**-.40**	--	-.73-.06	-----	**-.41**	--	-.19	**-.40**	--	-.73-.06	**-.41**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																	
All	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--	
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																	
All	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	

Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	117	1	.21	--	**.56**	--	.11-.81	-----	**.58**	--	.21	**.56**	--	.11-.81	**.58**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Table A111

Predictive Validity for Verbal Ability and Task Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	194	3	.28	.21	**.52**	.26	.09-.81	.19-.86	**.55**	.27	.28	**.52**	.26	.09-.81	**.55**	.27
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	137	2	.36	.20	**.64**	.21	.17-.91	.38-.91	**.67**	.22	.36	**.64**	.21	.17-.91	**.67**	.22
Sample Type: USES	114	2	.14	.07	**.29**	.00	.09-.47	.29-.29	**.31**	.00	.14	**.29**	.00	.09-.47	**.31**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	80	1	.48	--	**.77**	--	.56-.91	-----	**.80**	--	.48	**.77**	--	.56-.91	**.80**	--
Age: Below 40	194	3	.28	.21	**.52**	.26	.09-.81	.19-.86	**.55**	.27	.28	**.52**	.26	.09-.81	**.55**	.27
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	114	2	.14	.07	**.29**	.00	.09-.47	.29-.29	**.31**	.00	.14	**.29**	.00	.09-.47	**.31**	.00
Clerical Job: Yes	80	1	.48	--	**.77**	--	.56-.91	-----	**.80**	--	.48	**.77**	--	.56-.91	**.80**	--
Context: Research	194	3	.28	.21	**.52**	.26	.09-.81	.19-.86	**.55**	.27	.28	**.52**	.26	.09-.81	**.55**	.27
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	137	2	.36	.20	**.64**	.21	.17-.91	.38-.91	**.67**	.22	.36	**.64**	.21	.17-.91	**.67**	.22
Sample Type: USES	57	1	.19	--	**.39**	--	-.13-.75	-----	**.42**	--	.19	**.39**	--	-.13-.75	**.42**	--
Age: Below 40	57	1	.19	--	**.39**	--	-.13-.75	-----	**.42**	--	.19	**.39**	--	-.13-.75	**.42**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	57	1	.19	--	**.39**	--	-.13-.75	-----	**.42**	--	.19	**.39**	--	-.13-.75	**.42**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	57	1	.19	--	**.39**	--	-.13-.75	-----	**.42**	--	.19	**.39**	--	-.13-.75	**.42**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	80	1	.48	--	**.77**	--	.56-.91	-----	**.80**	--	.48	**.77**	--	.56-.91	**.80**	--
Age: Below 40	80	1	.48	--	**.77**	--	.56-.91	-----	**.80**	--	.48	**.77**	--	.56-.91	**.80**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	80	1	.48	--	**.77**	--	.56-.91	-----	**.80**	--	.48	**.77**	--	.56-.91	**.80**	--
Context: Research	80	1	.48	--	**.77**	--	.56-.91	-----	**.80**	--	.48	**.77**	--	.56-.91	**.80**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	2,817	9	.38	.10	**.44**	.01	.37-.52	.43-.46	**.50**	.01	.38	**.44**	.01	.37-.52	**.50**	.01
Simple Moderator Analyses																
Complexity: High	121	1	.48	--	**.56**	--	.33-.80	-----	**.65**	--	.48	**.56**	--	.33-.80	**.65**	--
Complexity: Medium	1,647	5	.39	.15	**.45**	.12	.30-.60	.30-.60	**.51**	.13	.39	**.45**	.12	.30-.60	**.51**	.13
Complexity: Low	949	2	.37	.02	**.43**	.00	.39-.46	.43-.43	**.48**	.00	.37	**.43**	.00	.39-.46	**.48**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,817	9	.38	.10	**.44**	.01	.37-.52	.43-.46	**.50**	.01	.38	**.44**	.01	.37-.52	**.50**	.01
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,554	8	.36	.06	**.42**	.00	.37-.47	.42-.42	**.47**	.00	.36	**.42**	.00	.37-.47	**.47**	.00
Clerical Job: Yes	263	1	.60	--	**.70**	--	.55-.85	-----	**.79**	--	.60	**.70**	--	.55-.85	**.79**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,817	9	.38	.10	**.44**	.01	.37-.52	.43-.46	**.50**	.01	.38	**.44**	.01	.37-.52	**.50**	.01
Hierarchical Moderator Analysis																
Complexity: High	121	1	.48	--	**.56**	--	.33-.80	-----	**.65**	--	.48	**.56**	--	.33-.80	**.65**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	121	1	.48	--	**.56**	--	.33-.80	-----	**.65**	--	.48	**.56**	--	.33-.80	**.65**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	121	1	.48	--	**.56**	--	.33-.80	-----	**.65**	--	.48	**.56**	--	.33-.80	**.65**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	121	1	.48	--	**.56**	--	.33-.80	-----	**.65**	--	.48	**.56**	--	.33-.80	**.65**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	997
Complexity: Medium	1,647	5	.39	.15	**.45**	.12	.30-.60	.30-.60	**.51**	.13		.39	**.45**	.12	.30-.60	**.51**	.13
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	1,647	5	.39	.15	**.45**	.12	.30-.60	.30-.60	**.51**	.13		.39	**.45**	.12	.30-.60	**.51**	.13
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,384	4	.32	.08	**.38**	.00	.29-.46	.38-.38	**.43**	.00		.32	**.38**	.00	.29-.46	**.43**	.00
Clerical Job: Yes	263	1	.60	--	**.70**	--	.55-.85	-----	**.80**	--		.60	**.70**	--	.55-.85	**.80**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	1,647	5	.39	.15	**.45**	.12	.30-.60	.30-.60	**.51**	.13		.39	**.45**	.12	.30-.60	**.51**	.13
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	949	2	.37	.02	**.43**	.00	.39-.46	.43-.43	**.48**	.00		.37	**.43**	.00	.39-.46	**.48**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	949	2	.37	.02	**.43**	.00	.39-.46	.43-.43	**.48**	.00		.37	**.43**	.00	.39-.46	**.48**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	949	2	.37	.02	**.43**	.00	.39-.46	.43-.43	**.48**	.00		.37	**.43**	.00	.39-.46	**.48**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	949	2	.37	.02	**.43**	.00	.39-.46	.43-.43	**.48**	.00		.37	**.43**	.00	.39-.46	**.48**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																	
All	1,689	33	.10	.18	**.21**	.21	.09-.32	-.06-.47	**.22**	.22		.10	**.21**	.21	.09-.32	**.22**	.22
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	214	4	.14	.20	**.26**	.26	-.11-.57	-.08-.59	**.27**	.28		.14	**.26**	.26	-.11-.57	**.27**	.28
Complexity: Low	1,475	29	.10	.18	**.20**	.21	.07-.33	-.07-.47	**.22**	.22		.10	**.20**	.21	.07-.33	**.22**	.22
Sample Type: USES	1,689	33	.10	.18	**.21**	.21	.09-.32	-.06-.47	**.22**	.22		.11	**.21**	.20	.09-.32	**.22**	.22
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: Below 40	1,489	29	.12	.18	**.24**	.21	.11-.36	-.03-.51	**.25**	.22		.12	**.24**	.21	.11-.36	**.25**	.22
Age: 40 and above	200	4	-.02	.10	**-.04**	.00	-.23-.15	-.04--.04	**-.05**	.00		-.02	**-.04**	.00	-.23-.15	**-.05**	.00
Clerical Job: No	1,528	30	.09	.17	**.18**	.20	.06-.30	-.07-.43	**.19**	.21		.09	**.18**	.20	.06-.30	**.19**	.21
Clerical Job: Yes	161	3	.23	.19	**.41**	.21	.02-.71	.14-.69	**.44**	.23		.23	**.41**	.21	.02-.71	**.44**	.23
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

																998
Context: Admin.	1,689	33	.10	.18	**.22**	.21	.09-.34	-.05-.49	**.23**	.23	.10	**.22**	.21	.09-.34	**.23**	.23
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	214	4	.14	.20	**.26**	.26	-.11-.57	-.08-.59	**.27**	.28	.14	**.26**	.26	-.11-.57	**.27**	.28
Sample Type: USES	214	4	.14	.20	**.26**	.26	-.11-.57	-.08-.59	**.27**	.28	.14	**.26**	.26	-.11-.57	**.27**	.28
Age: Below 40	214	4	.14	.20	**.26**	.26	-.11-.57	-.08-.59	**.27**	.28	.14	**.26**	.26	-.11-.57	**.27**	.28
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	104	2	.03	.06	**.05**	.00	-.10-.20	.05-.05	**.06**	.00	.03	**.05**	.00	-.10-.20	**.06**	.00
Clerical Job: Yes	110	2	.24	.26	**.43**	.37	-.24-.86	-.03-.90	**.46**	.39	.24	**.43**	.37	-.24-.86	**.46**	.39
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	214	4	.14	.20	**.26**	.26	-.11-.57	-.08-.59	**.27**	.28	.14	**.26**	.26	-.11-.57	**.27**	.28
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	1,475	29	.10	.18	**.20**	.21	.07-.33	-.07-.47	**.22**	.22	.10	**.20**	.21	.07-.33	**.22**	.22
Sample Type: USES	1,475	29	.10	.18	**.20**	.21	.07-.33	-.07-.47	**.22**	.22	.10	**.21**	.21	.08-.33	**.22**	.22
Age: Below 40	1,275	25	.12	.18	**.24**	.22	.10-.37	-.04-.52	**.26**	.23	.12	**.25**	.22	.11-.38	**.26**	.23
Age: 40 and above	200	4	-.02	.10	**-.05**	.00	-.25-.16	-.05--.05	**-.05**	.00	-.02	**-.05**	.00	-.25-.16	**-.05**	.00
Clerical Job: No	1,424	28	.10	.18	**.20**	.22	.06-.32	-.08-.47	**.21**	.23	.10	**.20**	.22	.06-.33	**.21**	.23
Clerical Job: Yes	51	1	.20	--	**.39**	--	-.14-.76	-----	**.42**	--	.20	**.39**	--	-.14-.76	**.42**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,475	29	.10	.18	**.20**	.21	.07-.33	-.07-.47	**.22**	.22	.10	**.20**	.21	.07-.33	**.22**	.22
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	28,104	320	.18	.13	**.38**	.12	.35-.41	.23-.53	**.40**	.12	.18	**.39**	.11	.36-.42	**.41**	.12
Simple Moderator Analyses																
Complexity: High	2,934	41	.21	.14	**.46**	.00	.38-.53	.46-.46	**.49**	.00	.21	**.46**	.00	.38-.53	**.49**	.00
Complexity: Medium	14,244	131	.19	.14	**.40**	.15	.35-.44	.20-.59	**.42**	.16	.19	**.40**	.15	.36-.45	**.43**	.16
Complexity: Low	9,500	138	.15	.12	**.33**	.00	.29-.37	.33-.33	**.35**	.00	.15	**.33**	.00	.28-.38	**.35**	.00
Sample Type: USES	24,301	295	.19	.13	**.40**	.11	.37-.43	.27-.54	**.43**	.11	.18	**.40**	.09	.36-.43	**.42**	.10
Sample Type: Military	637	2	.04	.06	**.12**	.06	-.13-.36	.05-.20	**.13**	.06	.04	**.12**	.06	-.13-.36	**.13**	.06
Sample Type: Civilian	3,166	23	.13	.11	**.27**	.12	.17-.36	.11-.42	**.28**	.12	.13	**.27**	.13	.17-.36	**.28**	.13
Age: Below 40	23,755	273	.18	.14	**.39**	.12	.36-.42	.23-.55	**.41**	.13	.18	**.38**	.12	.35-.42	**.41**	.13

																	999
Age: 40 and above	2,922	38	.18	.12	**.38**	.00	.31-.45	.38-.38	**.40**	.00		.18	**.38**	.00	.31-.45	**.41**	.00
Clerical Job: No	22,677	277	.17	.14	**.38**	.12	.35-.41	.22-.54	**.40**	.13		.18	**.39**	.12	.35-.42	**.41**	.12
Clerical Job: Yes	5,427	43	.19	.12	**.39**	.08	.33-.46	.29-.49	**.42**	.08		.19	**.39**	.08	.32-.46	**.41**	.08
Context: Research	24,809	286	.18	.13	**.38**	.12	.35-.41	.23-.53	**.40**	.13		.18	**.38**	.12	.35-.41	**.41**	.13
Context: Admin.	106	1	.11	--	**.26**	--	-.20-.62	-----	**.27**	--		.11	**.26**	--	-.20-.62	**.27**	--
Hierarchical Moderator Analysis																	
Complexity: High	2,934	41	.21	.14	**.46**	.00	.38-.53	.46-.46	**.49**	.00		.21	**.46**	.00	.38-.53	**.49**	.00
Sample Type: USES	2,844	40	.22	.13	**.47**	.00	.39-.54	.47-.47	**.50**	.00		.23	**.49**	.00	.41-.56	**.52**	.00
Age: Below 40	2,060	30	.22	.15	**.48**	.08	.37-.57	.37-.58	**.50**	.09		.23	**.49**	.04	.40-.58	**.53**	.04
Age: 40 and above	784	10	.21	.09	**.46**	.00	.36-.55	.46-.46	**.49**	.00		.22	**.47**	.00	.37-.57	**.50**	.00
Clerical Job: No	2,844	40	.22	.13	**.47**	.00	.39-.54	.47-.47	**.50**	.00		.23	**.49**	.00	.41-.56	**.52**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.23	.14	**.48**	.00	.39-.56	.48-.48	**.51**	.00		.24	**.50**	.00	.41-.58	**.53**	.00
Context: Admin.	106	1	.11	--	**.24**	--	-.19-.60	-----	**.26**	--		.11	**.24**	--	-.19-.60	**.26**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	90	1	-.02	--	**-.04**	--	-.46-.39	-----	**-.05**	--		-.02	**-.04**	--	-.46-.39	**-.05**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	90	1	-.02	--	**-.04**	--	-.46-.39	-----	**-.05**	--		-.02	**-.04**	--	-.46-.39	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	90	1	-.02	--	**-.04**	--	-.46-.39	-----	**-.05**	--		-.02	**-.04**	--	-.46-.39	**-.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	14,244	131	.19	.14	**.40**	.15	.35-.44	.20-.59	**.42**	.16		.19	**.40**	.15	.36-.45	**.43**	.16
Sample Type: USES	12,091	118	.21	.14	**.43**	.13	.38-.47	.25-.60	**.45**	.14		.20	**.42**	.14	.37-.47	**.45**	.14
Age: Below 40	10,741	103	.21	.14	**.43**	.14	.38-.48	.25-.61	**.46**	.15		.20	**.42**	.15	.36-.47	**.45**	.16
Age: 40 and above	1,350	15	.19	.12	**.40**	.06	.28-.51	.32-.48	**.42**	.06		.20	**.41**	.00	.29-.52	**.44**	.00
Clerical Job: No	9,157	95	.20	.14	**.41**	.16	.36-.46	.21-.61	**.44**	.17		.20	**.41**	.15	.35-.47	**.44**	.16
Clerical Job: Yes	2,934	23	.23	.11	**.47**	.00	.38-.54	.47-.47	**.50**	.00		.23	**.46**	.00	.38-.54	**.49**	.00
Context: Research	11,436	108	.21	.14	**.43**	.14	.38-.47	.25-.60	**.45**	.15		.20	**.42**	.14	.36-.47	**.44**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,153	13	.10	.10	**.21**	.10	.10-.32	.08-.35	**.22**	.11		.10	**.21**	.11	.09-.32	**.22**	.12
Age: Below 40	2,108	12	.09	.09	**.20**	.06	.09-.30	.12-.28	**.21**	.07		.09	**.20**	.07	.09-.30	**.21**	.07

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,006	5	.10	.09	**.21**	.08	.05-.37	.11-.32	**.22**	.08	.10	**.21**	.09	.03-.38	**.22**	.10
Clerical Job: Yes	1,147	8	.10	.11	**.21**	.15	.04-.37	.03-.40	**.22**	.15	.10	**.20**	.17	.01-.39	**.21**	.18
Context: Research	2,108	12	.09	.09	**.20**	.06	.09-.30	.12-.28	**.21**	.07	.09	**.19**	.07	.09-.30	**.20**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	9,500	138	.15	.12	**.33**	.00	.29-.37	.33-.33	**.35**	.00	.15	**.33**	.00	.28-.38	**.35**	.00
Sample Type: USES	9,156	133	.15	.12	**.33**	.00	.29-.37	.33-.33	**.35**	.00	.14	**.33**	.00	.28-.37	**.35**	.00
Age: Below 40	8,428	121	.15	.12	**.34**	.00	.29-.38	.34-.34	**.36**	.00	.15	**.33**	.00	.28-.38	**.35**	.00
Age: 40 and above	728	12	.13	.13	**.29**	.00	.13-.44	.29-.29	**.31**	.00	.13	**.29**	.00	.13-.44	**.31**	.00
Clerical Job: No	8,376	127	.14	.12	**.32**	.00	.28-.37	.32-.32	**.35**	.00	.14	**.32**	.00	.27-.37	**.34**	.00
Clerical Job: Yes	780	6	.18	.08	**.40**	.00	.26-.52	.40-.40	**.43**	.00	.18	**.41**	.00	.26-.54	**.43**	.00
Context: Research	8,150	123	.14	.12	**.33**	.00	.28-.37	.33-.33	**.35**	.00	.14	**.32**	.00	.27-.37	**.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	344	5	.16	.13	**.35**	.00	.12-.55	.35-.35	**.36**	.00	.16	**.35**	.00	.12-.55	**.36**	.00
Age: Below 40	268	4	.20	.12	**.41**	.00	.16-.61	.41-.41	**.43**	.00	.20	**.41**	.00	.16-.61	**.43**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	145	2	.18	.19	**.38**	.27	-.19-.78	.03-.72	**.39**	.28	.18	**.38**	.27	-.19-.78	**.39**	.28
Clerical Job: Yes	199	3	.15	.11	**.32**	.00	.06-.55	.32-.32	**.34**	.00	.15	**.32**	.00	.06-.55	**.34**	.00
Context: Research	344	5	.16	.13	**.35**	.00	.12-.55	.35-.35	**.36**	.00	.16	**.35**	.00	.12-.55	**.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	28,104	320	.18	.13	**.38**	.12	.35-.41	.23-.53	**.40**	.12	.18	**.39**	.11	.36-.42	**.41**	.12
Simple Moderator Analyses																
Complexity: High	2,934	41	.21	.14	**.46**	.00	.38-.53	.46-.46	**.49**	.00	.21	**.46**	.00	.38-.53	**.49**	.00
Complexity: Medium	14,244	131	.19	.14	**.40**	.15	.35-.44	.20-.59	**.42**	.16	.19	**.40**	.15	.36-.45	**.43**	.16
Complexity: Low	9,500	138	.15	.12	**.33**	.00	.29-.37	.33-.33	**.35**	.00	.15	**.33**	.00	.28-.38	**.35**	.00
Sample Type: USES	24,301	295	.19	.13	**.40**	.11	.37-.43	.27-.54	**.43**	.11	.18	**.40**	.09	.36-.43	**.42**	.10
Sample Type: Military	637	2	.04	.06	**.12**	.06	-.13-.36	.05-.20	**.13**	.06	.04	**.12**	.06	-.13-.36	**.13**	.06
Sample Type: Civilian	3,166	23	.13	.11	**.27**	.12	.17-.36	.11-.42	**.28**	.12	.13	**.27**	.13	.17-.36	**.28**	.13
Age: Below 40	23,755	273	.18	.14	**.39**	.12	.36-.42	.23-.55	**.41**	.13	.18	**.38**	.12	.35-.42	**.41**	.13
Age: 40 and above	2,922	38	.18	.12	**.38**	.00	.31-.45	.38-.38	**.40**	.00	.18	**.38**	.00	.31-.45	**.41**	.00

Clerical Job: No	22,677	277	.17	.14	**.38**	.12	.35-.41	.22-.54	**.40**	.13	.18	**.39**	.12	.35-.42	**.41**	.12
Clerical Job: Yes	5,427	43	.19	.12	**.39**	.08	.33-.46	.29-.49	**.42**	.08	.19	**.39**	.08	.32-.46	**.41**	.08
Context: Research	24,809	286	.18	.13	**.38**	.12	.35-.41	.23-.53	**.40**	.13	.18	**.38**	.12	.35-.41	**.41**	.13
Context: Admin.	106	1	.11	--	**.26**	--	-.20-.62	-----	**.27**	--	.11	**.26**	--	-.20-.62	**.27**	--
Hierarchical Moderator Analysis																
Complexity: High	2,934	41	.21	.14	**.46**	.00	.38-.53	.46-.46	**.49**	.00	.21	**.46**	.00	.38-.53	**.49**	.00
Sample Type: USES	2,844	40	.22	.13	**.47**	.00	.39-.54	.47-.47	**.50**	.00	.23	**.49**	.00	.41-.56	**.52**	.00
Age: Below 40	2,060	30	.22	.15	**.48**	.08	.37-.57	.37-.58	**.50**	.09	.23	**.49**	.04	.40-.58	**.53**	.04
Age: 40 and above	784	10	.21	.09	**.46**	.00	.36-.55	.46-.46	**.49**	.00	.22	**.47**	.00	.37-.57	**.50**	.00
Clerical Job: No	2,844	40	.22	.13	**.47**	.00	.39-.54	.47-.47	**.50**	.00	.23	**.49**	.00	.41-.56	**.52**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.23	.14	**.48**	.00	.39-.56	.48-.48	**.51**	.00	.24	**.50**	.00	.41-.58	**.53**	.00
Context: Admin.	106	1	.11	--	**.24**	--	-.19-.60	-----	**.26**	--	.11	**.24**	--	-.19-.60	**.26**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	90	1	-.02	--	**-.04**	--	-.46-.39	-----	**-.05**	--	-.02	**-.04**	--	-.46-.39	**-.05**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	90	1	-.02	--	**-.04**	--	-.46-.39	-----	**-.05**	--	-.02	**-.04**	--	-.46-.39	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	90	1	-.02	--	**-.04**	--	-.46-.39	-----	**-.05**	--	-.02	**-.04**	--	-.46-.39	**-.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	14,244	131	.19	.14	**.40**	.15	.35-.44	.20-.59	**.42**	.16	.19	**.40**	.15	.36-.45	**.43**	.16
Sample Type: USES	12,091	118	.21	.14	**.43**	.13	.38-.47	.25-.60	**.45**	.14	.20	**.42**	.14	.37-.47	**.45**	.14
Age: Below 40	10,741	103	.21	.14	**.43**	.14	.38-.48	.25-.61	**.46**	.15	.20	**.42**	.15	.36-.47	**.45**	.16
Age: 40 and above	1,350	15	.19	.12	**.40**	.06	.28-.51	.32-.48	**.42**	.06	.20	**.41**	.00	.29-.52	**.44**	.00
Clerical Job: No	9,157	95	.20	.14	**.41**	.16	.36-.46	.21-.61	**.44**	.17	.20	**.41**	.15	.35-.47	**.44**	.16
Clerical Job: Yes	2,934	23	.23	.11	**.47**	.00	.38-.54	.47-.47	**.50**	.00	.23	**.46**	.00	.38-.54	**.49**	.00
Context: Research	11,436	108	.21	.14	**.43**	.14	.38-.47	.25-.60	**.45**	.15	.20	**.42**	.14	.36-.47	**.44**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,153	13	.10	.10	**.21**	.10	.10-.32	.08-.35	**.22**	.11	.10	**.21**	.11	.09-.32	**.22**	.12
Age: Below 40	2,108	12	.09	.09	**.20**	.06	.09-.30	.12-.28	**.21**	.07	.09	**.20**	.07	.09-.30	**.21**	.07
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	1,006	5	.10	.09	**.21**	.08	.05-.37	.11-.32	**.22**	.08	.10	**.21**	.09	.03-.38	**.22**	.10
Clerical Job: Yes	1,147	8	.10	.11	**.21**	.15	.04-.37	.03-.40	**.22**	.15	.10	**.20**	.17	.01-.39	**.21**	.18
Context: Research	2,108	12	.09	.09	**.20**	.06	.09-.30	.12-.28	**.21**	.07	.09	**.19**	.07	.09-.30	**.20**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	9,500	138	.15	.12	**.33**	.00	.29-.37	.33-.33	**.35**	.00	.15	**.33**	.00	.28-.38	**.35**	.00
Sample Type: USES	9,156	133	.15	.12	**.33**	.00	.29-.37	.33-.33	**.35**	.00	.14	**.33**	.00	.28-.37	**.35**	.00
Age: Below 40	8,428	121	.15	.12	**.34**	.00	.29-.38	.34-.34	**.36**	.00	.15	**.33**	.00	.28-.38	**.35**	.00
Age: 40 and above	728	12	.13	.13	**.29**	.00	.13-.44	.29-.29	**.31**	.00	.13	**.29**	.00	.13-.44	**.31**	.00
Clerical Job: No	8,376	127	.14	.12	**.32**	.00	.28-.37	.32-.32	**.35**	.00	.14	**.32**	.00	.27-.37	**.34**	.00
Clerical Job: Yes	780	6	.18	.08	**.40**	.00	.26-.52	.40-.40	**.43**	.00	.18	**.41**	.00	.26-.54	**.43**	.00
Context: Research	8,150	123	.14	.12	**.33**	.00	.28-.37	.33-.33	**.35**	.00	.14	**.32**	.00	.27-.37	**.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	344	5	.16	.13	**.35**	.00	.12-.55	.35-.35	**.36**	.00	.16	**.35**	.00	.12-.55	**.36**	.00
Age: Below 40	268	4	.20	.12	**.41**	.00	.16-.61	.41-.41	**.43**	.00	.20	**.41**	.00	.16-.61	**.43**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	145	2	.18	.19	**.38**	.27	-.19-.78	.03-.72	**.39**	.28	.18	**.38**	.27	-.19-.78	**.39**	.28
Clerical Job: Yes	199	3	.15	.11	**.32**	.00	.06-.55	.32-.32	**.34**	.00	.15	**.32**	.00	.06-.55	**.34**	.00
Context: Research	344	5	.16	.13	**.35**	.00	.12-.55	.35-.35	**.36**	.00	.16	**.35**	.00	.12-.55	**.36**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	578	6	.17	.14	**.36**	.14	.14-.55	.18-.54	**.38**	.15	.17	**.36**	.14	.14-.55	**.38**	.15
Simple Moderator Analyses																
Complexity: High	90	1	.03	--	**.07**	--	-.37-.48	-----	**.07**	--	.03	**.07**	--	-.37-.48	**.07**	--
Complexity: Medium	45	1	.40	--	**.72**	--	.32-.95	-----	**.75**	--	.40	**.72**	--	.32-.95	**.75**	--
Complexity: Low	76	1	.11	--	**.24**	--	-.25-.64	-----	**.25**	--	.11	**.24**	--	-.25-.64	**.25**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	578	6	.17	.14	**.36**	.14	.14-.55	.18-.54	**.38**	.15	.17	**.36**	.14	.14-.55	**.38**	.15
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	166	2	.07	.06	**.15**	.00	-.03-.31	.15-.15	**.15**	.00	.07	**.15**	.00	-.03-.31	**.15**	.00
Clerical Job: Yes	412	4	.22	.14	**.44**	.13	.17-.66	.27-.61	**.46**	.14	.22	**.44**	.13	.17-.66	**.46**	.14
Context: Research	166	2	.07	.06	**.14**	.00	-.03-.31	.14-.14	**.15**	.00	.07	**.14**	.00	-.03-.31	**.15**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	413	4	.06	.10	**.13**	.00	-.08-.33	.13-.13	**.14**	.00	.06	**.13**	.00	-.08-.33	**.14**	.00
Simple Moderator Analyses																
Complexity: High	90	1	-.07	--	**-.15**	--	-.54-.29	-----	**-.16**	--	-.07	**-.15**	--	-.54-.29	**-.16**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.01	--	**-.02**	--	-.49-.45	-----	**-.02**	--	-.01	**-.02**	--	-.49-.45	**-.02**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	413	4	.06	.10	**.13**	.00	-.08-.33	.13-.13	**.14**	.00	.06	**.13**	.00	-.08-.33	**.14**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	166	2	-.04	.04	**-.09**	.00	-.22-.04	-.09--.09	**-.10**	.00	-.04	**-.09**	.00	-.22-.04	**-.10**	.00
Clerical Job: Yes	247	2	.13	.00	**.28**	.00	.27-.28	.28-.28	**.29**	.00	.13	**.28**	.00	.27-.28	**.29**	.00
Context: Research	166	2	-.04	.04	**-.09**	.00	-.22-.04	-.09--.09	**-.10**	.00	-.04	**-.09**	.00	-.22-.04	**-.10**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	45	1	.42	--	**.75**	--	.37-.96	-----	**.78**	--	.42	**.75**	--	.37-.96	**.78**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	45	1	.42	--	**.75**	--	.37-.96	-----	**.78**	--	.42	**.75**	--	.37-.96	**.78**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	45	1	.42	--	**.75**	--	.37-.96	-----	**.78**	--	.42	**.75**	--	.37-.96	**.78**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	45	1	.42	--	**.75**	--	.37-.96	-----	**.78**	--	.42	**.75**	--	.37-.96	**.78**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	50	1	.32	--	**.49**	--	.10-.76	-----	**.52**	--	.32	**.49**	--	.10-.76	**.52**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	50	1	.32	--	**.50**	--	.11-.77	-----	**.53**	--	.32	**.50**	--	.11-.77	**.53**	--
Sample Type: USES	50	1	.32	--	**.49**	--	.10-.76	-----	**.52**	--	.32	**.49**	--	.10-.76	**.52**	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	50	1	.32	--	**.49**	--	.10-.76	-----	**.52**	--	.32	**.49**	--	.10-.76	**.52**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	50	1	.32	--	**.49**	--	.10-.76	-----	**.52**	--	.32	**.49**	--	.10-.76	**.52**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A112

Predictive Validity for Verbal Ability and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	7,340	112	.16	.16	**.35**	.18	.29-.40	.12-.57	**.36**	.18	.16	**.34**	.18	.28-.40	**.36**	.19
Simple Moderator Analyses																
Complexity: High	650	10	.18	.18	**.38**	.23	.14-.58	.08-.68	**.40**	.25	.18	**.38**	.23	.14-.58	**.40**	.25
Complexity: Medium	2,184	33	.17	.17	**.36**	.19	.24-.47	.11-.61	**.38**	.20	.17	**.36**	.20	.24-.47	**.38**	.22
Complexity: Low	3,354	55	.14	.15	**.32**	.16	.24-.41	.12-.52	**.34**	.17	.14	**.32**	.16	.23-.41	**.34**	.17
Sample Type: USES	4,927	90	.16	.18	**.35**	.20	.28-.42	.09-.61	**.38**	.22	.16	**.35**	.21	.28-.43	**.38**	.22
Sample Type: Military	245	2	.04	.13	**.11**	.27	-.41-.57	-.24-.46	**.11**	.28	.04	**.11**	.27	-.41-.57	**.11**	.28
Sample Type: Civilian	2,168	20	.17	.12	**.35**	.08	.24-.44	.25-.44	**.36**	.08	.17	**.35**	.09	.24-.45	**.36**	.09
Age: Below 40	5,174	87	.16	.16	**.34**	.16	.27-.41	.13-.55	**.36**	.17	.16	**.34**	.17	.27-.41	**.36**	.18
Age: 40 and above	777	10	.16	.18	**.35**	.26	.11-.55	.02-.68	**.37**	.27	.16	**.35**	.26	.11-.55	**.37**	.27
Clerical Job: No	6,425	100	.15	.15	**.32**	.15	.26-.38	.13-.52	**.34**	.16	.15	**.32**	.15	.26-.39	**.34**	.16
Clerical Job: Yes	915	12	.24	.19	**.49**	.23	.29-.65	.20-.78	**.51**	.24	.24	**.49**	.24	.28-.66	**.51**	.25
Context: Research	6,025	94	.15	.16	**.34**	.19	.27-.40	.09-.58	**.35**	.20	.15	**.34**	.19	.27-.40	**.35**	.21
Context: Admin.	77	2	.18	.21	**.37**	.25	-.25-.80	.05-.68	**.38**	.26	.18	**.37**	.25	-.25-.80	**.38**	.26
Hierarchical Moderator Analysis																
Complexity: High	650	10	.18	.18	**.38**	.23	.14-.58	.08-.68	**.40**	.25	.18	**.38**	.23	.14-.58	**.40**	.25
Sample Type: USES	436	8	.23	.20	**.49**	.23	.21-.70	.20-.78	**.52**	.24	.23	**.50**	.25	.19-.72	**.53**	.26
Age: Below 40	436	8	.23	.20	**.49**	.23	.21-.70	.20-.78	**.52**	.24	.23	**.50**	.25	.19-.72	**.53**	.26
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.17	.12	**.38**	.00	.18-.55	.38-.38	**.40**	.00	.16	**.36**	.00	.14-.54	**.38**	.00
Clerical Job: Yes	101	2	.43	.35	**.78**	.32	-.13-1.00	.37-1.00	**.82**	.34	.43	**.78**	.32	-.13-1.00	**.82**	.34
Context: Research	376	5	.22	.22	**.48**	.32	.07-.76	.07-.89	**.51**	.34	.23	**.49**	.35	.03-.78	**.52**	.37
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	214	2	.07	.04	**.14**	.00	.01-.26	.14-.14	**.15**	.00	.07	**.14**	.00	.01-.26	**.15**	.00
Age: Below 40	124	1	.09	--	**.19**	--	-.18-.53	-----	**.20**	--	.09	**.19**	--	-.18-.53	**.20**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	214	2	.07	.04	**.14**	.00	.01-.26	.14-.14	**.15**	.00	.07	**.14**	.00	.01-.26	**.15**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	214	2	.07	.04	**.14**	.00	.01-.26	.14-.14	**.15**	.00	.07	**.14**	.00	.01-.26	**.15**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,184	33	.17	.17	**.36**	.19	.24-.47	.11-.61	**.38**	.20	.17	**.36**	.20	.24-.47	**.38**	.22
Sample Type: USES	1,189	25	.18	.18	**.37**	.19	.23-.50	.13-.61	**.39**	.20	.18	**.37**	.19	.23-.50	**.39**	.20
Age: Below 40	1,122	24	.19	.18	**.39**	.18	.24-.52	.15-.62	**.41**	.19	.19	**.39**	.18	.24-.52	**.41**	.19
Age: 40 and above	67	1	.01	--	**.03**	--	-.47-.51	-----	**.03**	--	.01	**.03**	--	-.47-.51	**.03**	--
Clerical Job: No	1,107	23	.20	.17	**.41**	.15	.27-.53	.22-.60	**.43**	.15	.20	**.41**	.15	.27-.53	**.43**	.15
Clerical Job: Yes	82	2	-.09	.02	**-.20**	.00	-.24--.15	-.20--.20	**-.21**	.00	-.09	**-.20**	.00	-.24--.15	**-.21**	.00
Context: Research	1,072	23	.20	.18	**.41**	.18	.26-.54	.18-.63	**.43**	.19	.20	**.41**	.18	.26-.54	**.43**	.19
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	128	1	-.05	--	**-.16**	--	-.60-.38	-----	**-.17**	--	-.05	**-.16**	--	-.60-.38	**-.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	128	1	-.05	--	**-.16**	--	-.60-.38	-----	**-.17**	--	-.05	**-.16**	--	-.60-.38	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	128	1	-.05	--	**-.16**	--	-.60-.38	-----	**-.17**	--	-.05	**-.16**	--	-.60-.38	**-.17**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	867	7	.19	.14	**.39**	.16	.19-.57	.18-.60	**.41**	.17	.20	**.41**	.18	.19-.61	**.43**	.19
Age: Below 40	669	3	.15	.08	**.31**	.00	.12-.48	.31-.31	**.32**	.00	.15	**.31**	.03	.10-.49	**.32**	.03
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	721	4	.16	.08	**.33**	.00	.16-.48	.33-.33	**.34**	.00	.16	**.33**	.00	.14-.51	**.35**	.00
Clerical Job: Yes	146	3	.36	.24	**.66**	.23	.18-.93	.37-.95	**.69**	.24	.36	**.66**	.23	.18-.93	**.69**	.24
Context: Research	541	2	.17	.07	**.35**	.00	.15-.53	.35-.35	**.37**	.00	.18	**.37**	.00	.13-.57	**.39**	.00
Context: Admin.	77	2	.18	.21	**.37**	.25	-.25-.80	.05-.68	**.38**	.26	.18	**.37**	.25	-.25-.80	**.38**	.26
Complexity: Low	3,354	55	.14	.15	**.32**	.16	.24-.41	.12-.52	**.34**	.17	.14	**.32**	.16	.23-.41	**.34**	.17
Sample Type: USES	2,980	50	.14	.16	**.33**	.17	.23-.42	.11-.54	**.35**	.18	.14	**.33**	.17	.23-.42	**.35**	.18
Age: Below 40	2,271	41	.13	.15	**.31**	.12	.20-.40	.16-.45	**.33**	.12	.13	**.31**	.11	.20-.40	**.33**	.12
Age: 40 and above	710	9	.18	.19	**.40**	.28	.14-.61	.05-.75	**.42**	.29	.18	**.40**	.29	.12-.62	**.42**	.31
Clerical Job: No	2,980	50	.14	.16	**.33**	.17	.23-.42	.11-.54	**.35**	.18	.14	**.33**	.17	.23-.42	**.35**	.18
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,873	48	.15	.16	**.34**	.17	.24-.43	.11-.56	**.36**	.19	.15	**.34**	.18	.24-.43	**.36**	.19

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	374	5	.13	.14	**.28**	.12	.03-.51	.13-.43	**.29**	.12	.13	**.28**	.12	.03-.51	**.29**	.12
Age: Below 40	231	3	.12	.08	**.26**	.00	.06-.45	.26-.26	**.28**	.00	.12	**.26**	.00	.06-.45	**.28**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	307	4	.09	.10	**.19**	.00	-.02-.39	.19-.19	**.20**	.00	.09	**.19**	.00	-.02-.39	**.20**	.00
Clerical Job: Yes	67	1	.33	--	**.64**	--	.25-.88	-----	**.66**	--	.33	**.64**	--	.25-.88	**.66**	--
Context: Research	307	4	.09	.10	**.19**	.00	-.02-.39	.19-.19	**.20**	.00	.09	**.19**	.00	-.02-.39	**.20**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	1,394	11	.13	.14	**.28**	.19	.11-.44	.03-.53	**.29**	.20	.11	**.25**	.22	.05-.43	**.26**	.23
Simple Moderator Analyses																
Complexity: High	90	1	.03	--	**.07**	--	-.37-.48	-----	**.07**	--	.03	**.07**	--	-.37-.48	**.07**	--
Complexity: Medium	849	7	.10	.14	**.22**	.21	-.01-.43	-.05-.49	**.23**	.22	.08	**.19**	.24	-.07-.42	**.20**	.25
Complexity: Low	76	1	-.02	--	**-.04**	--	-.50-.43	-----	**-.05**	--	-.02	**-.04**	--	-.50-.43	**-.05**	--
Sample Type: USES	173	3	.03	.24	**.07**	.45	-.51-.60	-.51-.65	**.07**	.48	.03	**.07**	.45	-.51-.60	**.07**	.48
Sample Type: Military	128	1	-.05	--	**-.15**	--	-.59-.36	-----	**-.16**	--	-.05	**-.15**	--	-.59-.36	**-.16**	--
Sample Type: Civilian	1,093	7	.16	.10	**.34**	.06	.19-.48	.27-.42	**.36**	.06	.16	**.34**	.08	.17-.49	**.36**	.08
Age: Below 40	644	4	.12	.13	**.25**	.21	-.03-.50	-.01-.52	**.26**	.22	.07	**.16**	.31	-.25-.52	**.17**	.33
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	990	8	.09	.13	**.19**	.20	-.01-.38	-.06-.45	**.20**	.20	.06	**.14**	.21	-.08-.36	**.15**	.22
Clerical Job: Yes	404	3	.23	.10	**.46**	.00	.25-.64	.46-.46	**.48**	.00	.23	**.47**	.00	.22-.66	**.48**	.00
Context: Research	883	6	.08	.13	**.18**	.21	-.05-.40	-.09-.45	**.19**	.22	.06	**.13**	.22	-.13-.37	**.13**	.23
Context: Admin.	77	2	.18	.21	**.37**	.25	-.25-.80	.05-.68	**.38**	.26	.18	**.37**	.25	-.25-.80	**.38**	.26
Hierarchical Moderator Analysis																
Complexity: High	90	1	.03	--	**.07**	--	-.37-.48	-----	**.07**	--	.03	**.07**	--	-.37-.48	**.07**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	90	1	.03	--	**.07**	--	-.37-.48	-----	**.07**	--	.03	**.07**	--	-.37-.48	**.07**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	90	1	.03	--	**.07**	--	-.37-.48	-----	**.07**	--	.03	**.07**	--	-.37-.48	**.07**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	90	1	.03	--	**.07**	--	-.37-.48	-----	**.07**	--	.03	**.07**	--	-.37-.48	**.07**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	849	7	.10	.14	**.22**	.21	-.01-.43	-.05-.49	**.23**	.22	.08	**.19**	.24	-.07-.42	**.20**	.25
Sample Type: USES	173	3	.03	.24	**.06**	.43	-.49-.58	-.49-.62	**.07**	.46	.03	**.06**	.43	-.49-.58	**.07**	.46
Age: Below 40	173	3	.03	.24	**.06**	.43	-.49-.58	-.49-.62	**.07**	.46	.03	**.06**	.43	-.49-.58	**.07**	.46
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	173	3	.03	.24	**.06**	.43	-.49-.58	-.49-.62	**.07**	.46	.03	**.06**	.43	-.49-.58	**.07**	.46
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	118	2	.05	.33	**.10**	.66	-.74-.83	-.75-.94	**.11**	.70	.05	**.10**	.66	-.74-.83	**.11**	.70
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	128	1	-.05	--	**-.16**	--	-.60-.38	-----	**-.17**	--	-.05	**-.16**	--	-.60-.38	**-.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	128	1	-.05	--	**-.16**	--	-.60-.38	-----	**-.17**	--	-.05	**-.16**	--	-.60-.38	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	128	1	-.05	--	**-.16**	--	-.60-.38	-----	**-.17**	--	-.05	**-.16**	--	-.60-.38	**-.17**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	548	3	.15	.07	**.32**	.00	.16-.47	.32-.32	**.34**	.00	.16	**.33**	.00	.12-.51	**.34**	.00
Age: Below 40	471	1	.15	--	**.31**	--	.13-.48	-----	**.33**	--	.15	**.31**	--	.11-.50	**.33**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	523	2	.16	.06	**.34**	.00	.18-.48	.34-.34	**.35**	.00	.17	**.36**	.00	.16-.52	**.37**	.00
Clerical Job: Yes	25	1	-.04	--	**-.09**	--	-.77-.67	-----	**-.09**	--	-.04	**-.09**	--	-.77-.67	**-.09**	--
Context: Research	471	1	.15	--	**.31**	--	.13-.48	-----	**.33**	--	.15	**.32**	--	.08-.52	**.33**	--
Context: Admin.	77	2	.18	.21	**.37**	.25	-.25-.80	.05-.68	**.38**	.26	.18	**.37**	.25	-.25-.80	**.38**	.26
Complexity: Low	76	1	-.02	--	**-.04**	--	-.50-.43	-----	**-.05**	--	-.02	**-.04**	--	-.50-.43	**-.05**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	-.02	--	**-.04**	--	-.50-.43	-----	**-.05**	--	-.02	**-.04**	--	-.50-.43	**-.05**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	-.02	--	**-.04**	--	-.50-.43	-----	**-.05**	--	-.02	**-.04**	--	-.50-.43	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	-.02	--	**-.04**	--	-.50-.43	-----	**-.05**	--	-.02	**-.04**	--	-.50-.43	**-.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	5,750	99	.16	.16	**.35**	.16	.29-.42	.15-.56	**.38**	.17	.16	**.35**	.16	.29-.42	**.38**	.17
Simple Moderator Analyses																
Complexity: High	560	9	.20	.19	**.43**	.22	.18-.63	.14-.71	**.45**	.24	.20	**.43**	.22	.18-.63	**.45**	.24
Complexity: Medium	1,258	25	.20	.16	**.41**	.10	.28-.52	.28-.54	**.43**	.11	.20	**.41**	.10	.28-.52	**.43**	.11
Complexity: Low	3,278	54	.15	.15	**.33**	.15	.24-.42	.14-.53	**.35**	.16	.15	**.33**	.15	.24-.42	**.35**	.16
Sample Type: USES	4,754	87	.17	.17	**.36**	.19	.29-.43	.12-.61	**.39**	.20	.17	**.36**	.19	.29-.44	**.39**	.21
Sample Type: Military	117	1	.13	--	**.38**	--	-.15-.73	-----	**.39**	--	.13	**.38**	--	-.15-.73	**.39**	--
Sample Type: Civilian	879	11	.15	.11	**.31**	.00	.18-.42	.31-.31	**.32**	.00	.15	**.31**	.00	.18-.42	**.32**	.00
Age: Below 40	4,530	83	.16	.17	**.35**	.16	.28-.42	.14-.56	**.37**	.17	.16	**.36**	.16	.28-.43	**.38**	.17
Age: 40 and above	777	10	.16	.18	**.35**	.26	.11-.55	.02-.68	**.37**	.27	.16	**.35**	.26	.11-.55	**.37**	.27
Clerical Job: No	5,316	91	.16	.16	**.35**	.14	.28-.41	.17-.53	**.37**	.15	.16	**.35**	.14	.28-.41	**.37**	.15
Clerical Job: Yes	434	8	.21	.24	**.43**	.34	.09-.69	.00-.86	**.45**	.35	.21	**.43**	.34	.09-.69	**.45**	.35
Context: Research	5,142	88	.17	.17	**.36**	.18	.29-.43	.13-.59	**.38**	.19	.17	**.36**	.18	.29-.43	**.38**	.19
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	560	9	.20	.19	**.43**	.22	.18-.63	.14-.71	**.45**	.24	.20	**.43**	.22	.18-.63	**.45**	.24
Sample Type: USES	436	8	.23	.20	**.49**	.23	.21-.70	.20-.78	**.52**	.24	.23	**.50**	.25	.19-.72	**.53**	.26
Age: Below 40	436	8	.23	.20	**.49**	.23	.21-.70	.20-.78	**.52**	.24	.23	**.50**	.25	.19-.72	**.53**	.26
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.17	.12	**.38**	.00	.18-.55	.38-.38	**.40**	.00	.16	**.36**	.00	.14-.54	**.38**	.00
Clerical Job: Yes	101	2	.43	.35	**.78**	.32	-.13-1.00	.37-1.00	**.82**	.34	.43	**.78**	.32	-.13-1.00	**.82**	.34
Context: Research	376	5	.22	.22	**.48**	.32	.07-.76	.07-.89	**.51**	.34	.23	**.49**	.35	.03-.78	**.52**	.37
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	124	1	.09	--	**.19**	--	-.18-.53	-----	**.20**	--	.09	**.19**	--	-.18-.53	**.20**	--
Age: Below 40	124	1	.09	--	**.19**	--	-.18-.53	-----	**.20**	--	.09	**.19**	--	-.18-.53	**.20**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	124	1	.09	--	**.19**	--	-.18-.53	-----	**.20**	--	.09	**.19**	--	-.18-.53	**.20**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	124	1	.09	--	**.19**	--	-.18-.53	-----	**.20**	--	.09	**.19**	--	-.18-.53	**.20**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,258	25	.20	.16	**.41**	.10	.28-.52	.28-.54	**.43**	.11	.20	**.41**	.10	.28-.52	**.43**	.11

Sample Type: USES	1,016	22	.20	.17	**.42**	.10	.28-.54	.29-.55	**.44**	.11	.20	**.42**	.10	.28-.54	**.44**	.11
Age: Below 40	949	21	.22	.16	**.44**	.07	.31-.56	.35-.53	**.47**	.07	.22	**.44**	.07	.31-.56	**.47**	.07
Age: 40 and above	67	1	.01	--	**.03**	--	-.47-.51	-----	**.03**	--	.01	**.03**	--	-.47-.51	**.03**	--
Clerical Job: No	934	20	.23	.15	**.46**	.00	.35-.57	.46-.46	**.49**	.00	.23	**.46**	.00	.35-.57	**.49**	.00
Clerical Job: Yes	82	2	-.09	.02	**-.20**	.00	-.24--.15	-.20--.20	**-.21**	.00	-.09	**-.20**	.00	-.24--.15	**-.21**	.00
Context: Research	954	21	.22	.17	**.44**	.08	.31-.56	.34-.54	**.47**	.08	.22	**.44**	.08	.31-.56	**.47**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	242	3	.17	.16	**.36**	.19	-.02-.66	.11-.61	**.37**	.20	.17	**.36**	.19	-.02-.66	**.37**	.20
Age: Below 40	198	2	.14	.17	**.29**	.26	-.21-.69	-.04-.63	**.31**	.27	.14	**.29**	.26	-.21-.69	**.31**	.27
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	198	2	.14	.17	**.29**	.26	-.21-.69	-.04-.63	**.31**	.27	.14	**.29**	.26	-.21-.69	**.31**	.27
Clerical Job: Yes	44	1	.32	--	**.61**	--	.11-.91	-----	**.64**	--	.32	**.61**	--	.11-.91	**.64**	--
Context: Research	70	1	.30	--	**.58**	--	.18-.84	-----	**.61**	--	.30	**.58**	--	.18-.84	**.61**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	3,278	54	.15	.15	**.33**	.15	.24-.42	.14-.53	**.35**	.16	.15	**.33**	.15	.24-.42	**.35**	.16
Sample Type: USES	2,980	50	.14	.16	**.33**	.17	.23-.42	.11-.54	**.35**	.18	.14	**.33**	.17	.23-.42	**.35**	.18
Age: Below 40	2,271	41	.13	.15	**.31**	.12	.20-.40	.16-.45	**.33**	.12	.13	**.31**	.11	.20-.40	**.33**	.12
Age: 40 and above	710	9	.18	.19	**.40**	.28	.14-.61	.05-.75	**.42**	.29	.18	**.40**	.29	.12-.62	**.42**	.31
Clerical Job: No	2,980	50	.14	.16	**.33**	.17	.23-.42	.11-.54	**.35**	.18	.14	**.33**	.17	.23-.42	**.35**	.18
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,873	48	.15	.16	**.34**	.17	.24-.43	.11-.56	**.36**	.19	.15	**.34**	.18	.24-.43	**.36**	.19
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	298	4	.17	.12	**.36**	.00	.11-.57	.36-.36	**.37**	.00	.17	**.36**	.00	.11-.57	**.37**	.00
Age: Below 40	231	3	.12	.08	**.26**	.00	.06-.45	.26-.26	**.28**	.00	.12	**.26**	.00	.06-.45	**.28**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	231	3	.12	.08	**.26**	.00	.06-.45	.26-.26	**.28**	.00	.12	**.26**	.00	.06-.45	**.28**	.00
Clerical Job: Yes	67	1	.33	--	**.64**	--	.25-.88	-----	**.66**	--	.33	**.64**	--	.25-.88	**.66**	--
Context: Research	231	3	.12	.08	**.26**	.00	.06-.45	.26-.26	**.28**	.00	.12	**.26**	.00	.06-.45	**.27**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	196	2	.27	.27	**.53**	.38	-.22-.94	.04-1.00	**.55**	.40	.27	**.53**	.38	-.22-.94	**.55**	.40
Simple Moderator Analyses																

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	77	1	.50	--	**.83**	--	.63-.96	-----	**.86**	--	.50	**.83**	--	.63-.96	**.86**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	196	2	.27	.27	**.53**	.38	-.22-.94	.04-1.00	**.55**	.40	.27	**.53**	.38	-.22-.94	**.55**	.40
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	119	1	.12	--	**.25**	--	-.14-.57	-----	**.26**	--	.12	**.25**	--	-.14-.57	**.26**	--
Clerical Job: Yes	77	1	.50	--	**.83**	--	.63-.96	-----	**.86**	--	.50	**.83**	--	.63-.96	**.86**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	77	1	.50	--	**.83**	--	.63-.96	-----	**.86**	--	.50	**.83**	--	.63-.96	**.86**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	77	1	.50	--	**.83**	--	.63-.96	-----	**.86**	--	.50	**.83**	--	.63-.96	**.86**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	77	1	.50	--	**.83**	--	.63-.96	-----	**.86**	--	.50	**.83**	--	.63-.96	**.86**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	134	1	.21	--	**.48**	--	.12-.74	-----	**.50**	--	.21	**.48**	--	.12-.74	**.50**	--

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	134	1	.21	--	**.48**	--	.12-.74	-----	**.50**	--	.21	**.48**	--	.12-.74	**.50**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	134	1	.21	--	**.48**	--	.12-.74	-----	**.50**	--	.21	**.48**	--	.12-.74	**.50**	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	134	1	.21	--	**.48**	--	.12-.74	-----	**.50**	--	.21	**.48**	--	.12-.74	**.50**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	134	1	.21	--	**.48**	--	.12-.74	-----	**.50**	--	.21	**.48**	--	.12-.74	**.50**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	134	1	.21	--	**.48**	--	.12-.74	-----	**.50**	--	.21	**.48**	--	.12-.74	**.50**	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A113

Predictive Validity for Verbal Ability and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	189	2	-.15	.01	**-.33**	.00	-.35--.31	-.33--.33	**-.35**	.00	-.15	**-.33**	.00	-.35--.31	**-.35**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	113	1	-.15	--	**-.32**	--	-.63-.07	-----	**-.34**	--	-.15	**-.32**	--	-.63-.07	**-.34**	--
Complexity: Low	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.36**	--	-.16	**-.34**	--	-.70-.13	**-.36**	--
Sample Type: USES	113	1	-.15	--	**-.33**	--	-.64-.07	-----	**-.35**	--	-.15	**-.33**	--	-.68-.13	**-.35**	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.35**	--	-.16	**-.34**	--	-.70-.13	**-.35**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	113	1	-.15	--	**-.32**	--	-.63-.07	-----	**-.34**	--	-.15	**-.32**	--	-.63-.07	**-.34**	--
Clerical Job: No	189	2	-.15	.01	**-.33**	.00	-.36--.31	-.33--.33	**-.35**	.00	-.15	**-.33**	.00	-.36--.31	**-.35**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Context: Research	189	2	-.15	.01	**-.33**	.00	-.35--.31	-.33--.33	**-.35**	.00		-.15	**-.33**	.00	-.35--.31	**-.35**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-I Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-O Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																	
All	189	2	-.15	.01	**-.33**	.00	-.35--.31	-.33--.33	**-.35**	.00		-.15	**-.33**	.00	-.35--.31	**-.35**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	113	1	-.15	--	**-.32**	--	-.63-.07	-----	**-.34**	--		-.15	**-.32**	--	-.63-.07	**-.34**	--
Complexity: Low	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.36**	--		-.16	**-.34**	--	-.70-.13	**-.36**	--
Sample Type: USES	113	1	-.15	--	**-.33**	--	-.64-.07	-----	**-.35**	--		-.15	**-.33**	--	-.68-.13	**-.35**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.35**	--		-.16	**-.34**	--	-.70-.13	**-.35**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	113	1	-.15	--	**-.32**	--	-.63-.07	-----	**-.34**	--		-.15	**-.32**	--	-.63-.07	**-.34**	--
Clerical Job: No	189	2	-.15	.01	**-.33**	.00	-.36--.31	-.33--.33	**-.35**	.00		-.15	**-.33**	.00	-.36--.31	**-.35**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	189	2	-.15	.01	**-.33**	.00	-.35--.31	-.33--.33	**-.35**	.00		-.15	**-.33**	.00	-.35--.31	**-.35**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																	
All	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.35**	--		-.16	**-.34**	--	-.70-.13	**-.35**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.36**	--		-.16	**-.34**	--	-.70-.13	**-.36**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.35**	--	-.16	**-.34**	--	-.70-.13	**-.35**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.35**	--	-.16	**-.34**	--	-.70-.13	**-.35**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	-.16	--	**-.34**	--	-.70-.13	-----	**-.35**	--	-.16	**-.34**	--	-.70-.13	**-.35**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Table A114

Predictive Validity for Verbal Ability and OCB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	500	3	-.02	.02	**-.07**	.00	-.14-.00	-.07--.07	**-.07**	.00	-.03	**-.08**	.00	-.15-.00	**-.08**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.04	--	**-.08**	--	-.53-.40	-----	**-.08**	--	-.04	**-.08**	--	-.53-.40	**-.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	424	2	-.02	.03	**-.07**	.00	-.17-.04	-.07--.07	**-.07**	.00	-.02	**-.07**	.00	-.17-.04	**-.07**	.00
Sample Type: Civilian	76	1	-.04	--	**-.08**	--	-.52-.40	-----	**-.08**	--	-.04	**-.08**	--	-.52-.40	**-.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	500	3	-.02	.02	**-.07**	.00	-.14-.00	-.07--.07	**-.07**	.00	-.03	**-.08**	.00	-.15-.00	**-.08**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	193	2	-.04	.01	**-.12**	.00	-.15--.08	-.12--.12	**-.12**	.00	-.04	**-.12**	.00	-.15--.08	**-.12**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	383	2	-.03	.05	**-.08**	.00	-.27-.12	-.08--.08	**-.08**	.00	-.03	**-.09**	.00	-.31-.13	**-.10**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.10	--	**-.22**	--	-.63-.27	-----	**-.23**	--	-.10	**-.22**	--	-.63-.27	**-.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	-.01	--	**-.03**	--	-.36-.30	-----	**-.03**	--	-.01	**-.03**	--	-.36-.30	**-.03**	--
Sample Type: Civilian	76	1	-.10	--	**-.21**	--	-.62-.26	-----	**-.22**	--	-.10	**-.21**	--	-.62-.26	**-.22**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	383	2	-.03	.05	**-.08**	.00	-.27-.12	-.08--.08	**-.08**	.00	-.03	**-.10**	.00	-.31-.13	**-.10**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	-.10	--	**-.22**	--	-.62-.27	-----	**-.22**	--	-.10	**-.22**	--	-.62-.27	**-.22**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	307	1	-.01	--	**-.03**	--	-.36-.30	-----	**-.03**	--	-.01	**-.03**	--	-.41-.36	**-.03**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	-.01	--	**-.03**	--	-.36-.30	-----	**-.03**	--	-.01	**-.03**	--	-.36-.30	**-.03**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	307	1	-.01	--	**-.03**	--	-.36-.30	-----	**-.03**	--	-.01	**-.03**	--	-.42-.36	**-.03**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	193	2	-.02	.06	**-.05**	.00	-.25-.15	-.05--.05	**-.05**	.00	-.02	**-.05**	.00	-.25-.15	**-.05**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	.03	--	**.07**	--	-.41-.52	-----	**.07**	--	.03	**.07**	--	-.41-.52	**.07**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	-.05	--	**-.15**	--	-.60-.38	-----	**-.16**	--	-.05	**-.15**	--	-.60-.38	**-.16**	--

Sample Type: Civilian	76	1	.03	--	**.07**	--	-.41-.51	-----	**.07**	--		.03	**.07**	--	-.41-.51	**.07**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	193	2	-.02	.06	**-.05**	.00	-.25-.15	-.05--.05	**-.05**	.00		-.02	**-.05**	.00	-.25-.15	**-.05**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	193	2	-.02	.06	**-.05**	.00	-.25-.15	-.05--.05	**-.05**	.00		-.02	**-.05**	.00	-.25-.15	**-.05**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																	
All	117	1	-.05	--	**-.15**	--	-.60-.38	-----	**-.16**	--		-.05	**-.15**	--	-.60-.38	**-.16**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	-.05	--	**-.15**	--	-.60-.38	-----	**-.16**	--		-.05	**-.15**	--	-.60-.38	**-.16**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	117	1	-.05	--	**-.15**	--	-.60-.38	-----	**-.16**	--		-.05	**-.15**	--	-.60-.38	**-.16**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	117	1	-.05	--	**-.15**	--	-.60-.38	-----	**-.16**	--		-.05	**-.15**	--	-.60-.38	**-.16**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																	
All	76	1	.03	--	**.07**	--	-.41-.51	-----	**.07**	--		.03	**.07**	--	-.41-.51	**.07**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	76	1	.03	--	**.07**	--	-.41-.52	-----	**.07**	--		.03	**.07**	--	-.41-.52	**.07**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	.03	--	**.07**	--	-.41-.51	-----	**.07**	--		.03	**.07**	--	-.41-.51	**.07**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	.03	--	**.07**	--	-.41-.51	-----	**.07**	--	.03	**.07**	--	-.41-.51	**.07**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	.03	--	**.07**	--	-.41-.51	-----	**.07**	--	.03	**.07**	--	-.41-.51	**.07**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Table A115

Predictive Validity for Verbal Ability and Performance Outcomes

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Simple Moderator Analyses																
Complexity: High	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"OCB" Performance Outcomes Measures																
All	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Simple Moderator Analyses																
Complexity: High	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	67	1	.16	--	**.25**	--	-.12-.57	-----	**.26**	--	.16	**.25**	--	-.12-.57	**.26**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	67	1	.21	--	**.32**	--	-.04-.61	-----	**.33**	--	.21	**.32**	--	-.04-.61	**.33**	--
Simple Moderator Analyses																
Complexity: High	67	1	.21	--	**.32**	--	-.04-.61	-----	**.33**	--	.21	**.32**	--	-.04-.61	**.33**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	.21	--	**.32**	--	-.04-.61	-----	**.33**	--	.21	**.32**	--	-.04-.61	**.33**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Clerical Job: No	67	1	.21	--	**.32**	--	-.04-.62	-----	**.33**	--	.21	**.32**	--	-.04-.62	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.21	--	**.32**	--	-.04-.61	-----	**.33**	--	.21	**.32**	--	-.04-.61	**.33**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	67	1	.34	--	**.50**	--	.20-.73	-----	**.52**	--	.34	**.50**	--	.20-.73	**.52**	--
Simple Moderator Analyses																
Complexity: High	67	1	.34	--	**.50**	--	.20-.73	-----	**.52**	--	.34	**.50**	--	.20-.73	**.52**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.34	--	**.50**	--	.20-.73	-----	**.52**	--	.34	**.50**	--	.20-.73	**.52**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.34	--	**.50**	--	.20-.73	-----	**.52**	--	.34	**.50**	--	.20-.73	**.52**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.34	--	**.50**	--	.20-.73	-----	**.52**	--	.34	**.50**	--	.20-.73	**.52**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	67	1	-.07	--	**-.11**	--	-.46-.27	-----	**-.12**	--	-.07	**-.11**	--	-.46-.27	**-.12**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.07	--	**-.11**	--	-.46-.27	-----	**-.12**	--	-.07	**-.11**	--	-.46-.27	**-.12**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.07	--	**-.11**	--	-.46-.27	-----	**-.12**	--	-.07	**-.11**	--	-.46-.27	**-.12**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.07	--	**-.11**	--	-.46-.27	-----	**-.12**	--	-.07	**-.11**	--	-.46-.27	**-.12**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	-.07	--	**-.11**	--	-.46-.27	-----	**-.12**	--	-.07	**-.11**	--	-.46-.27	**-.12**	--

Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	67	1	.12	--	**.19**	--	-.19-.52	-----	**.20**	--	.12	**.19**	--	-.19-.52	**.20**	--
Simple Moderator Analyses																
Complexity: High	67	1	.12	--	**.19**	--	-.19-.52	-----	**.20**	--	.12	**.19**	--	-.19-.52	**.20**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.12	--	**.19**	--	-.19-.52	-----	**.20**	--	.12	**.19**	--	-.19-.52	**.20**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.12	--	**.19**	--	-.19-.52	-----	**.20**	--	.12	**.19**	--	-.19-.52	**.20**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.12	--	**.19**	--	-.19-.52	-----	**.20**	--	.12	**.19**	--	-.19-.52	**.20**	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Simple Moderator Analyses																
Complexity: High	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.09	--	**.20**	--	-.32-.63	-----	**.20**	--	.09	**.20**	--	-.32-.63	**.20**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Simple Moderator Analyses																
Complexity: High	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	67	1	.09	--	**.20**	--	-.32-.63	-----	**.20**	--	.09	**.20**	--	-.32-.63	**.20**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Simple Moderator Analyses																
Complexity: High	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	.09	--	**.19**	--	-.32-.63	-----	**.20**	--	.09	**.19**	--	-.32-.63	**.20**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	67	1	.09	--	**.20**	--	-.32-.63	-----	**.20**	--	.09	**.20**	--	-.32-.63	**.20**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A116

Predictive Validity for Verbal Ability and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A117

Predictive Validity for Verbal Ability and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A118

Predictive Validity for Verbal Ability and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A119

Predictive Validity for Verbal Ability and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A120

Predictive Validity for Verbal Ability and Miscellaneous Other

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	-.13	--	**-.38**	--	-.57--.14	-----	**-.39**	--	-.13	**-.38**	--	-.65-.00	**-.39**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	519	1	-.13	--	**-.38**	--	-.57--.14	-----	**-.39**	--	-.13	**-.38**	--	-.57--.14	**-.39**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	519	1	-.13	--	**-.38**	--	-.57--.14	-----	**-.39**	--	-.13	**-.38**	--	-.65-.01	**-.39**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A121

Predictive Validity for Grw and Performance Determinants

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	653	3	.32	.08	**.66**	.00	.53-.75	.66-.66	**.73**	.00	.33	**.68**	.00	.50-.79	**.75**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	69	1	.27	--	**.63**	--	.14-.84	-----	**.69**	--	.27	**.63**	--	.14-.84	**.69**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	597	2	.30	.01	**.66**	.00	.64-.68	.66-.66	**.73**	.00	.30	**.66**	.00	.64-.68	**.73**	.00
Sample Type: Civilian	56	1	.52	--	**.65**	--	.43-.84	-----	**.71**	--	.52	**.65**	--	.43-.84	**.71**	--
Age: Below 40	69	1	.27	--	**.63**	--	.14-.84	-----	**.69**	--	.27	**.63**	--	.14-.84	**.69**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	653	3	.32	.08	**.66**	.00	.53-.76	.66-.66	**.73**	.00	.33	**.68**	.00	.50-.79	**.75**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	597	2	.30	.01	**.66**	.00	.64-.68	.66-.66	**.73**	.00	.29	**.66**	.00	.63-.69	**.73**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	69	1	.27	--	**.63**	--	.14-.84	-----	**.69**	--	.27	**.63**	--	.14-.84	**.69**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	.27	--	**.63**	--	.14-.84	-----	**.69**	--	.27	**.63**	--	.14-.84	**.69**	--
Age: Below 40	69	1	.27	--	**.63**	--	.14-.84	-----	**.69**	--	.27	**.63**	--	.14-.84	**.69**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	69	1	.27	--	**.63**	--	.14-.84	-----	**.69**	--	.27	**.63**	--	.14-.84	**.69**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	69	1	.27	--	**.63**	--	.14-.84	-----	**.69**	--	.27	**.63**	--	.14-.84	**.69**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	223	3	.16	.17	**.31**	.19	-.07-.63	.07-.56	**.34**	.21	.16	**.31**	.19	-.07-.63	**.34**	.21
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	69	1	-.03	--	**-.10**	--	-.71-.61	-----	**-.11**	--	-.03	**-.10**	--	-.71-.61	**-.11**	--
Complexity: Low	53	1	.34	--	**.55**	--	.17-.85	-----	**.59**	--	.34	**.55**	--	.17-.85	**.59**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	-.03	--	**-.10**	--	-.70-.61	-----	**-.11**	--	-.03	**-.10**	--	-.70-.61	**-.11**	--
Sample Type: Civilian	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00	.24	**.39**	.00	.15-.61	**.43**	.00
Age: Below 40	69	1	-.03	--	**-.10**	--	-.70-.61	-----	**-.11**	--	-.03	**-.10**	--	-.70-.61	**-.11**	--
Age: 40 and above	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00	.24	**.39**	.00	.15-.61	**.43**	.00
Clerical Job: No	170	2	.10	.15	**.21**	.18	-.23-.59	-.02-.44	**.23**	.20	.10	**.21**	.18	-.23-.59	**.23**	.20
Clerical Job: Yes	53	1	.34	--	**.55**	--	.17-.85	-----	**.59**	--	.34	**.55**	--	.17-.85	**.59**	--
Context: Research	223	3	.16	.17	**.31**	.19	-.07-.63	.07-.56	**.34**	.21	.16	**.31**	.19	-.07-.63	**.34**	.21
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	223	3	.16	.17	**.31**	.19	-.07-.63	.07-.56	**.34**	.21	.16	**.31**	.19	-.07-.63	**.34**	.21
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	69	1	-.03	--	**-.10**	--	-.71-.61	-----	**-.11**	--	-.03	**-.10**	--	-.71-.61	**-.11**	--
Complexity: Low	53	1	.34	--	**.55**	--	.17-.85	-----	**.59**	--	.34	**.55**	--	.17-.85	**.59**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	-.03	--	**-.10**	--	-.70-.61	-----	**-.11**	--	-.03	**-.10**	--	-.70-.61	**-.11**	--
Sample Type: Civilian	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00	.24	**.39**	.00	.15-.61	**.43**	.00
Age: Below 40	69	1	-.03	--	**-.10**	--	-.70-.61	-----	**-.11**	--	-.03	**-.10**	--	-.70-.61	**-.11**	--
Age: 40 and above	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00	.24	**.39**	.00	.15-.61	**.43**	.00
Clerical Job: No	170	2	.10	.15	**.21**	.18	-.23-.59	-.02-.44	**.23**	.20	.10	**.21**	.18	-.23-.59	**.23**	.20
Clerical Job: Yes	53	1	.34	--	**.55**	--	.17-.85	-----	**.59**	--	.34	**.55**	--	.17-.85	**.59**	--
Context: Research	223	3	.16	.17	**.31**	.19	-.07-.63	.07-.56	**.34**	.21	.16	**.31**	.19	-.07-.63	**.34**	.21
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																

All	69	1	-.03	--	**-.10**	--	-.70-.61	-----	**-.11**	--		-.03	**-.10**	--	-.70-.61	**-.11**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	69	1	-.03	--	**-.10**	--	-.71-.61	-----	**-.11**	--		-.03	**-.10**	--	-.71-.61	**-.11**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	-.03	--	**-.10**	--	-.70-.61	-----	**-.11**	--		-.03	**-.10**	--	-.70-.61	**-.11**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: Below 40	69	1	-.03	--	**-.10**	--	-.70-.61	-----	**-.11**	--		-.03	**-.10**	--	-.70-.61	**-.11**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	69	1	-.03	--	**-.10**	--	-.71-.61	-----	**-.11**	--		-.03	**-.10**	--	-.71-.61	**-.11**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	69	1	-.03	--	**-.10**	--	-.71-.61	-----	**-.11**	--		-.03	**-.10**	--	-.71-.61	**-.11**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																	
All	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00		.24	**.39**	.00	.15-.61	**.43**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	53	1	.34	--	**.55**	--	.17-.85	-----	**.59**	--		.34	**.55**	--	.17-.85	**.59**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00		.24	**.39**	.00	.15-.61	**.43**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00		.24	**.39**	.00	.15-.61	**.43**	.00
Clerical Job: No	101	1	.18	--	**.31**	--	-.01-.59	-----	**.33**	--		.18	**.31**	--	-.01-.59	**.33**	--
Clerical Job: Yes	53	1	.34	--	**.55**	--	.17-.85	-----	**.59**	--		.34	**.55**	--	.17-.85	**.59**	--
Context: Research	154	2	.24	.11	**.39**	.00	.15-.61	.39-.39	**.43**	.00		.24	**.39**	.00	.15-.61	**.43**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																	
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																	
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																	
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--

Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A122

Predictive Validity for Grw and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	1,856	6	.40	.06	**.53**	.00	.45-.61	.53-.53	**.69**	.00	.41	**.53**	.00	.46-.61	**.71**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,210	3	.45	.03	**.58**	.00	.49-.65	.58-.58	**.81**	.00	.45	**.58**	.00	.49-.65	**.81**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.45	.03	**.58**	.00	.49-.65	.58-.58	**.81**	.00	.45	**.58**	.00	.49-.65	**.81**	.00
Sample Type: Civilian	646	3	.30	.08	**.45**	.00	.31-.57	.45-.45	**.48**	.00	.29	**.43**	.00	.29-.56	**.46**	.00
Age: Below 40	471	2	.32	.09	**.51**	.00	.32-.68	.51-.51	**.54**	.00	.27	**.44**	.05	.15-.68	**.47**	.06
Age: 40 and above	188	1	.20	--	**.30**	--	.10-.50	-----	**.33**	--	.20	**.30**	--	.07-.52	**.33**	--
Clerical Job: No	1,266	4	.45	.04	**.57**	.00	.50-.64	.57-.57	**.79**	.00	.45	**.57**	.00	.50-.64	**.79**	.00
Clerical Job: Yes	590	2	.30	.10	**.45**	.08	.25-.63	.35-.55	**.49**	.09	.28	**.42**	.09	.21-.61	**.46**	.09
Context: Research	1,543	3	.44	.03	**.57**	.00	.50-.64	.57-.57	**.76**	.00	.45	**.57**	.00	.50-.64	**.78**	.00
Context: Admin.	257	2	.19	.02	**.34**	.00	.28-.39	.34-.34	**.37**	.00	.19	**.34**	.00	.28-.39	**.37**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,210	3	.45	.03	**.58**	.00	.49-.65	.58-.58	**.81**	.00	.45	**.58**	.00	.49-.65	**.81**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.45	.03	**.58**	.00	.49-.65	.58-.58	**.81**	.00	.45	**.58**	.00	.49-.65	**.81**	.00
Age: Below 40	69	1	.16	--	**.48**	--	-.22-.81	-----	**.53**	--	.16	**.48**	--	-.22-.81	**.53**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,210	3	.45	.03	**.58**	.00	.49-.65	.58-.58	**.81**	.00	.45	**.58**	.00	.49-.65	**.81**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.47	.03	**.59**	.00	.53-.64	.59-.59	**.83**	.00	.47	**.59**	.00	.53-.64	**.83**	.00
Context: Admin.	69	1	.16	--	**.48**	--	-.22-.81	-----	**.53**	--	.16	**.48**	--	-.22-.81	**.53**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	139	2	.38	.07	**.53**	.00	.40-.66	.53-.53	**.58**	.00	.38	**.53**	.00	.40-.66	**.58**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	139	2	.38	.07	**.53**	.00	.40-.66	.53-.53	**.58**	.00	.38	**.53**	.00	.40-.66	**.58**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	139	2	.38	.07	**.53**	.00	.40-.66	.53-.53	**.58**	.00	.38	**.53**	.00	.40-.66	**.58**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	139	2	.38	.07	**.53**	.00	.40-.66	.53-.53	**.58**	.00	.38	**.53**	.00	.40-.66	**.58**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	997	4	.08	.09	**.21**	.13	-.03-.43	.04-.39	**.24**	.15	.10	**.27**	.10	.00-.49	**.30**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	708	2	.03	.00	**.10**	.00	.09-.12	.10-.10	**.11**	.00	.03	**.10**	.00	.09-.12	**.11**	.00
Sample Type: Civilian	289	2	.20	.04	**.33**	.00	.25-.41	.33-.33	**.36**	.00	.20	**.33**	.00	.25-.41	**.36**	.00
Age: Below 40	188	1	.02	--	**.09**	--	-.39-.52	-----	**.10**	--	.03	**.09**	--	-.54-.64	**.10**	--
Age: 40 and above	289	2	.20	.04	**.33**	.00	.25-.41	.33-.33	**.36**	.00	.20	**.33**	.00	.24-.41	**.36**	.00

Clerical Job: No	809	3	.05	.06	**.15**	.00	-.05-.33	.15-.15	**.16**	.00	.06	**.18**	.00	-.07-.40	**.19**	.00
Clerical Job: Yes	188	1	.22	--	**.36**	--	.14-.57	-----	**.39**	--	.22	**.36**	--	.14-.57	**.39**	--
Context: Research	477	3	.13	.11	**.28**	.08	.02-.51	.18-.38	**.31**	.08	.13	**.28**	.08	.02-.51	**.31**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Age: Below 40	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	997	4	.08	.09	**.21**	.13	-.03-.43	.05-.38	**.23**	.14	.10	**.27**	.10	.00-.49	**.29**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	708	2	.03	.00	**.10**	.00	.09-.12	.10-.10	**.11**	.00	.03	**.10**	.00	.09-.12	**.11**	.00
Sample Type: Civilian	289	2	.20	.04	**.33**	.00	.24-.42	.33-.33	**.36**	.00	.20	**.33**	.00	.24-.42	**.36**	.00
Age: Below 40	188	1	.02	--	**.09**	--	-.39-.52	-----	**.10**	--	.03	**.09**	--	-.54-.64	**.10**	--
Age: 40 and above	289	2	.20	.04	**.33**	.00	.24-.42	.33-.33	**.36**	.00	.20	**.33**	.00	.23-.42	**.35**	.00
Clerical Job: No	809	3	.05	.05	**.14**	.00	-.05-.32	.14-.14	**.16**	.00	.05	**.17**	.00	-.06-.39	**.19**	.00
Clerical Job: Yes	188	1	.22	--	**.36**	--	.14-.57	-----	**.39**	--	.22	**.36**	--	.14-.57	**.39**	--
Context: Research	477	3	.13	.11	**.28**	.08	.02-.51	.18-.38	**.31**	.08	.13	**.28**	.08	.02-.51	**.31**	.08

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Age: Below 40	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	188	1	.02	--	**.09**	--	-.40-.53	-----	**.10**	--	.02	**.09**	--	-.40-.53	**.10**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	101	1	.16	--	**.27**	--	-.05-.56	-----	**.29**	--	.16	**.27**	--	-.05-.56	**.29**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	101	1	.16	--	**.27**	--	-.05-.56	-----	**.29**	--	.16	**.27**	--	-.05-.56	**.29**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	101	1	.16	--	**.27**	--	-.05-.56	-----	**.29**	--	.16	**.27**	--	-.05-.56	**.29**	--
Clerical Job: No	101	1	.16	--	**.27**	--	-.05-.56	-----	**.29**	--	.16	**.27**	--	-.05-.56	**.29**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	101	1	.16	--	**.27**	--	-.05-.56	-----	**.29**	--	.16	**.27**	--	-.05-.56	**.29**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Clerical Job: No	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Clerical Job: No	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	101	1	.17	--	**.28**	--	-.03-.57	-----	**.31**	--	.17	**.28**	--	-.03-.57	**.31**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Communication Performance Measures----Writing																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Peer Ratings---All Task Performance Measures																	
All	188	1	-.07	--	**-.26**	--	-.65-.27	-----	**-.29**	--	-.07	**-.26**	--	-.65-.27	**-.29**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	188	1	-.07	--	**-.26**	--	-.65-.28	-----	**-.29**	--	-.07	**-.26**	--	-.65-.28	**-.29**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	188	1	-.07	--	**-.26**	--	-.65-.27	-----	**-.29**	--	-.07	**-.26**	--	-.65-.27	**-.29**	--	
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: Below 40	188	1	-.07	--	**-.26**	--	-.65-.27	-----	**-.29**	--	-.07	**-.26**	--	-.73-.45	**-.29**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	188	1	-.07	--	**-.26**	--	-.65-.28	-----	**-.29**	--	-.07	**-.26**	--	-.65-.28	**-.29**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	188	1	-.07	--	**-.26**	--	-.65-.28	-----	**-.29**	--	-.07	**-.26**	--	-.65-.28	**-.29**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Peer Ratings---Technical Performance Measures																	
All	188	1	-.07	--	**-.26**	--	-.65-.27	-----	**-.29**	--	-.07	**-.26**	--	-.65-.27	**-.29**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	188	1	-.07	--	**-.26**	--	-.65-.28	-----	**-.29**	--	-.07	**-.26**	--	-.65-.28	**-.29**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	188	1	-.07	--	**-.26**	--	-.65-.27	-----	**-.29**	--	-.07	**-.26**	--	-.65-.27	**-.29**	--	
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: Below 40	188	1	-.07	--	**-.26**	--	-.65-.27	-----	**-.29**	--	-.07	**-.26**	--	-.73-.45	**-.29**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	188	1	-.07	--	**-.26**	--	-.65-.28	-----	**-.29**	--	-.07	**-.26**	--	-.65-.28	**-.29**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	188	1	-.07	--	**-.26**	--	-.65-.28	-----	**-.29**	--	-.07	**-.26**	--	-.65-.28	**-.29**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	

Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A123

Predictive Validity for Grw and Overall Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	1,937	15	.10	.12	**.17**	.12	.07-.27	.02-.32	**.19**	.13	.11	**.18**	.11	.07-.28	**.19**	.12
Simple Moderator Analyses																
Complexity: High	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00	.20	**.33**	.00	.11-.54	**.36**	.00
Complexity: Medium	555	4	.08	.10	**.13**	.07	-.03-.29	.04-.22	**.14**	.08	.07	**.12**	.08	-.05-.30	**.13**	.08
Complexity: Low	53	1	.21	--	**.35**	--	-.08-.72	-----	**.38**	--	.21	**.35**	--	-.08-.72	**.38**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,937	15	.10	.12	**.17**	.12	.07-.27	.02-.32	**.19**	.13	.10	**.17**	.12	.07-.28	**.19**	.13
Age: Below 40	363	2	-.01	.05	**-.02**	.00	-.13-.08	-.02--.02	**-.02**	.00	.00	**.01**	.00	-.12-.14	**.01**	.00
Age: 40 and above	342	3	.12	.09	**.20**	.00	.03-.36	.20-.20	**.22**	.00	.11	**.19**	.00	.01-.36	**.21**	.00
Clerical Job: No	1,318	10	.08	.11	**.13**	.10	.02-.24	.01-.25	**.14**	.10	.08	**.14**	.09	.02-.26	**.15**	.10
Clerical Job: Yes	619	5	.16	.13	**.26**	.14	.06-.44	.08-.43	**.28**	.15	.15	**.25**	.14	.05-.44	**.27**	.15
Context: Research	1,309	9	.07	.09	**.12**	.06	.01-.22	.04-.19	**.13**	.07	.07	**.12**	.05	.01-.22	**.13**	.06
Context: Admin.	77	2	.15	.20	**.24**	.16	-.21-.65	.04-.45	**.26**	.17	.15	**.24**	.16	-.21-.65	**.26**	.17
Hierarchical Moderator Analysis																
Complexity: High	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00	.20	**.33**	.00	.11-.54	**.36**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00	.20	**.33**	.00	.11-.54	**.36**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00	.20	**.33**	.00	.11-.54	**.36**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	555	4	.08	.10	**.13**	.07	-.03-.29	.04-.22	**.14**	.08	.07	**.12**	.08	-.05-.30	**.13**	.08

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	555	4	.08	.10	**.13**	.07	-.03-.29	.04-.22	**.14**	.08	.07	**.12**	.08	-.06-.30	**.13**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	424	2	.12	.06	**.20**	.00	.05-.35	.20-.20	**.22**	.00	.13	**.21**	.00	.04-.37	**.23**	.00
Clerical Job: Yes	131	2	-.06	.00	**-.10**	.00	-.11--.09	-.10--.10	**-.11**	.00	-.06	**-.10**	.00	-.11--.09	**-.11**	.00
Context: Research	372	1	.10	--	**.17**	--	.00-.34	-----	**.19**	--	.10	**.17**	--	-.02-.36	**.19**	--
Context: Admin.	77	2	.15	.20	**.24**	.16	-.21-.65	.04-.45	**.26**	.17	.15	**.24**	.16	-.21-.65	**.26**	.17
Complexity: Low	53	1	.21	--	**.35**	--	-.08-.72	-----	**.38**	--	.21	**.35**	--	-.08-.72	**.38**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	53	1	.21	--	**.35**	--	-.08-.72	-----	**.38**	--	.21	**.35**	--	-.08-.72	**.38**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	53	1	.21	--	**.35**	--	-.08-.72	-----	**.38**	--	.21	**.35**	--	-.08-.72	**.38**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	53	1	.21	--	**.35**	--	-.08-.72	-----	**.38**	--	.21	**.35**	--	-.08-.72	**.38**	--
Context: Research	53	1	.21	--	**.35**	--	-.08-.72	-----	**.38**	--	.21	**.35**	--	-.08-.72	**.38**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	1,128	9	.05	.11	**.09**	.11	-.03-.22	-.05-.24	**.10**	.12	.05	**.09**	.11	-.05-.22	**.10**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	555	4	.08	.10	**.13**	.07	-.03-.29	.04-.22	**.14**	.08	.07	**.12**	.08	-.05-.30	**.13**	.08
Complexity: Low	53	1	.26	--	**.43**	--	.01-.77	-----	**.46**	--	.26	**.43**	--	.01-.77	**.46**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,128	9	.05	.11	**.09**	.11	-.03-.22	-.05-.24	**.10**	.12	.05	**.09**	.11	-.04-.22	**.09**	.12
Age: Below 40	363	2	-.01	.05	**-.02**	.00	-.13-.08	-.02--.02	**-.02**	.00	.00	**.01**	.00	-.12-.14	**.01**	.00
Age: 40 and above	53	1	.26	--	**.43**	--	.01-.77	-----	**.46**	--	.26	**.43**	--	.01-.77	**.46**	--
Clerical Job: No	944	6	.06	.11	**.10**	.11	-.05-.24	-.05-.25	**.11**	.12	.06	**.10**	.12	-.06-.25	**.11**	.13
Clerical Job: Yes	184	3	.03	.18	**.06**	.20	-.28-.39	-.20-.32	**.06**	.22	.03	**.06**	.20	-.28-.39	**.06**	.22
Context: Research	945	6	.06	.11	**.10**	.12	-.05-.25	-.05-.26	**.11**	.13	.06	**.10**	.12	-.06-.25	**.11**	.14
Context: Admin.	77	2	.15	.20	**.24**	.16	-.21-.65	.04-.45	**.26**	.17	.15	**.24**	.16	-.21-.65	**.26**	.17

Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	555	4	.08	.10	**.13**	.07	-.03-.29	.04-.22	**.14**	.08	.07	**.12**	.08	-.05-.30	**.13**	.08
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	555	4	.08	.10	**.13**	.07	-.03-.29	.04-.22	**.14**	.08	.07	**.12**	.08	-.06-.30	**.13**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	424	2	.12	.06	**.20**	.00	.05-.35	.20-.20	**.22**	.00	.13	**.21**	.00	.04-.37	**.23**	.00
Clerical Job: Yes	131	2	-.06	.00	**-.10**	.00	-.11--.09	-.10--.10	**-.11**	.00	-.06	**-.10**	.00	-.11--.09	**-.11**	.00
Context: Research	372	1	.10	--	**.17**	--	.00-.34	-----	**.19**	--	.10	**.17**	--	-.02-.36	**.19**	--
Context: Admin.	77	2	.15	.20	**.24**	.16	-.21-.65	.04-.45	**.26**	.17	.15	**.24**	.16	-.21-.65	**.26**	.17
Complexity: Low	53	1	.26	--	**.43**	--	.01-.77	-----	**.46**	--	.26	**.43**	--	.01-.77	**.46**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	53	1	.26	--	**.43**	--	.01-.77	-----	**.46**	--	.26	**.43**	--	.01-.77	**.46**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	53	1	.26	--	**.43**	--	.01-.77	-----	**.46**	--	.26	**.43**	--	.01-.77	**.46**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	53	1	.26	--	**.43**	--	.01-.77	-----	**.46**	--	.26	**.43**	--	.01-.77	**.46**	--
Context: Research	53	1	.26	--	**.43**	--	.01-.77	-----	**.46**	--	.26	**.43**	--	.01-.77	**.46**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	862	7	.17	.09	**.29**	.00	.17-.40	.29-.29	**.31**	.00	.17	**.28**	.00	.17-.39	**.31**	.00
Simple Moderator Analyses																
Complexity: High	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00	.20	**.33**	.00	.11-.54	**.36**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	53	1	.16	--	**.27**	--	-.18-.66	-----	**.29**	--	.16	**.27**	--	-.18-.66	**.29**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	862	7	.17	.09	**.29**	.00	.17-.40	.29-.29	**.31**	.00	.17	**.29**	.00	.17-.40	**.31**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	342	3	.11	.08	**.19**	.00	.03-.33	.19-.19	**.20**	.00	.11	**.18**	.00	.02-.33	**.19**	.00

Clerical Job: No	374	4	.13	.11	**.21**	.02	.03-.39	.18-.24	**.23**	.02		.13	**.21**	.02	.03-.39	**.23**	.02
Clerical Job: Yes	488	3	.21	.07	**.34**	.00	.22-.46	.34-.34	**.37**	.00		.20	**.34**	.00	.22-.45	**.37**	.00
Context: Research	417	4	.11	.07	**.18**	.00	.06-.29	.18-.18	**.19**	.00		.11	**.18**	.00	.06-.29	**.19**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																	
Complexity: High	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00		.20	**.33**	.00	.11-.54	**.36**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00		.20	**.33**	.00	.11-.54	**.36**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	198	2	.20	.10	**.33**	.00	.11-.54	.33-.33	**.36**	.00		.20	**.33**	.00	.11-.54	**.36**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	53	1	.16	--	**.27**	--	-.18-.66	-----	**.29**	--		.16	**.27**	--	-.18-.66	**.29**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	53	1	.16	--	**.27**	--	-.18-.66	-----	**.29**	--		.16	**.27**	--	-.18-.66	**.29**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	53	1	.16	--	**.27**	--	-.18-.66	-----	**.29**	--		.16	**.27**	--	-.18-.66	**.29**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	53	1	.16	--	**.27**	--	-.18-.66	-----	**.29**	--		.16	**.27**	--	-.18-.66	**.29**	--
Context: Research	53	1	.16	--	**.27**	--	-.18-.66	-----	**.29**	--		.16	**.27**	--	-.18-.66	**.29**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--		--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																	

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A124

Predictive Validity for Grw and CWB

Criterion	*N*	K	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A125

Predictive Validity for Grw and OCB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	393	2	.05	.02	**.14**	.00	.07-.21	.14-.14	**.15**	.00	.05	**.14**	.00	.06-.22	**.16**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	307	1	.04	--	**.14**	--	-.25-.48	-----	**.16**	--	.04	**.14**	--	-.25-.48	**.16**	--
Sample Type: Civilian	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Clerical Job: No	393	2	.05	.02	**.14**	.00	.07-.21	.14-.14	**.15**	.00	.05	**.14**	.00	.06-.22	**.16**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	393	2	.05	.02	**.14**	.00	.07-.21	.14-.14	**.15**	.00	.05	**.14**	.00	.06-.22	**.16**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	307	1	.04	--	**.14**	--	-.25-.48	-----	**.16**	--	.04	**.14**	--	-.25-.48	**.16**	--
Sample Type: Civilian	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Age: 40 and above	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Clerical Job: No	393	2	.05	.02	**.14**	.00	.07-.21	.14-.14	**.15**	.00	.05	**.14**	.00	.06-.22	**.16**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	393	2	.05	.02	**.14**	.00	.07-.21	.14-.14	**.15**	.00	.05	**.14**	.00	.06-.22	**.16**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.04	--	**.14**	--	-.25-.48	-----	**.16**	--	.04	**.14**	--	-.25-.48	**.16**	--
Sample Type: Civilian	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Clerical Job: No	393	2	.05	.02	**.14**	.00	.07-.21	.14-.14	**.15**	.00	.05	**.14**	.00	.06-.22	**.16**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	86	1	.07	--	**.12**	--	-.24-.46	-----	**.13**	--	.07	**.12**	--	-.24-.46	**.13**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Peer Ratings---All OCB Measures																	
All	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Clerical Job: No	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																	
All	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Civilian	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Clerical Job: No	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																	
All	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--	

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--
Clerical Job: No	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	86	1	.05	--	**.09**	--	-.29-.46	-----	**.10**	--	.05	**.09**	--	-.29-.46	**.10**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																

																						1057
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A126

Predictive Validity for Grw and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A127

Predictive Validity for Grw and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.34-.32	**-.01**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.20-.18	**-.01**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.35-.33	**-.01**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.27-.25	**-.01**	--
Objective--Accidents---Culpable																
All	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.34-.32	**-.01**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.20-.18	**-.01**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.35-.33	**-.01**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.27-.25	**-.01**	--
Objective--Accidents---Culpable----Frequency																
All	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.34-.32	**-.01**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.20-.18	**-.01**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.35-.33	**-.01**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,349	1	.00	--	**-.01**	--	-.10-.08	-----	**-.01**	--	.00	**-.01**	--	-.27-.25	**-.01**	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A128

Predictive Validity for Grw and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A129

Predictive Validity for Grw and Absences/Tardiness

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A130

Predictive Validity for Grw and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A131

Predictive Validity for Grw and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	-.10	--	**-.34**	--	-.56--.05	-----	**-.38**	--	-.10	**-.34**	--	-.65-.11	**-.38**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	519	1	-.10	--	**-.34**	--	-.56--.05	-----	**-.38**	--	-.10	**-.34**	--	-.56--.05	**-.38**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	519	1	-.10	--	**-.34**	--	-.56--.05	-----	**-.38**	--	-.10	**-.34**	--	-.65-.12	**-.38**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																

| | | |

Table A132

Predictive Validity for Gc and Performance Determinants

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	69,263	18	**.26**	.02	.52	.00	.50-.53	.52-.52	**.54**	.00	.28	**.55**	.11	.47-.63	**.58**	.11
Simple Moderator Analyses																
Complexity: High	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,038	14	**.28**	.11	.44	.00	.35-.52	.44-.44	**.46**	.00	.28	**.44**	.00	.35-.52	**.46**	.00
Complexity: Low	10	1	**-.39**	--	-.45	--	-1.07-.24	-----	**-.47**	--	-.39	**-.45**	--	-1.07-.24	**-.47**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	68,122	6	**.26**	.01	.52	.00	.51-.53	.52-.52	**.54**	.00	.28	**.55**	.00	.49-.60	**.57**	.00
Sample Type: Civilian	1,141	12	**.30**	.16	.36	.14	.26-.47	.18-.55	**.38**	.15	.30	**.36**	.14	.26-.47	**.38**	.15
Age: Below 40	69	1	**.18**	--	.38	--	-.11-.72	-----	**.40**	--	.18	**.38**	--	-.11-.72	**.40**	--
Age: 40 and above	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	69,166	14	**.26**	.02	.52	.00	.50-.53	.52-.52	**.54**	.00	.29	**.56**	.03	.49-.63	**.59**	.04
Clerical Job: Yes	97	4	**.13**	.39	.16	.39	-.29-.59	-.34-.65	**.16**	.40	.13	**.16**	.39	-.29-.59	**.16**	.40
Context: Research	2,475	13	**.30**	.08	.48	.00	.42-.54	.48-.48	**.50**	.00	.30	**.48**	.00	.41-.54	**.50**	.00
Context: Admin.	66,629	1	**.26**	--	.52	--	.51-.53	-----	**.54**	--	.26	**.52**	--	.35-.65	**.54**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,038	14	**.28**	.11	.44	.00	.35-.52	.44-.44	**.46**	.00	.28	**.44**	.00	.35-.52	**.46**	.00
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	965	4	**.25**	.03	.51	.00	.45-.55	.51-.51	**.53**	.00	.25	**.51**	.00	.45-.55	**.53**	.00
Age: Below 40	69	1	**.18**	--	.38	--	-.11-.72	-----	**.40**	--	.18	**.38**	--	-.11-.72	**.40**	--
Age: 40 and above	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	965	4	**.25**	.03	.51	.00	.45-.55	.51-.51	**.53**	.00	.25	**.51**	.00	.45-.55	**.53**	.00
Clerical Job: Yes	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	965	4	**.25**	.03	.51	.00	.45-.55	.51-.51	**.53**	.00	.25	**.51**	.00	.45-.55	**.53**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,073	10	**.30**	.15	.39	.13	.28-.50	.23-.55	**.41**	.13	.31	**.39**	.13	.28-.50	**.41**	.13

Age: Below 40	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	976	6	**.32**	.09	.41	.00	.32-.50	.41-.41	**.43**	.00	.32	**.41**	.00	.32-.50	**.43**	.00
Clerical Job: Yes	97	4	**.13**	.39	.17	.43	-.33-.64	-.37-.72	**.18**	.45	.13	**.17**	.43	-.33-.64	**.18**	.45
Context: Research	914	6	**.33**	.09	.42	.00	.33-.50	.42-.42	**.44**	.00	.33	**.42**	.00	.33-.50	**.44**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	10	1	**-.39**	--	-.45	--	-1.07-.24	-----	**-.47**	--	-.39	**-.45**	--	-1.07-.24	**-.47**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	10	1	**-.39**	--	-.45	--	-1.07-.24	-----	**-.47**	--	-.39	**-.45**	--	-1.07-.24	**-.47**	--
Age: Below 40	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	10	1	**-.39**	--	-.45	--	-1.07-.24	-----	**-.47**	--	-.39	**-.45**	--	-1.07-.24	**-.47**	--
Clerical Job: Yes	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	10	1	**-.39**	--	-.45	--	-1.07-.24	-----	**-.47**	--	-.39	**-.45**	--	-1.07-.24	**-.47**	--
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	2,665	23	**.06**	.09	.10	.00	.04-.16	.10-.10	**.10**	.00	.06	**.10**	.00	.04-.16	**.10**	.00
Simple Moderator Analyses																
Complexity: High	136	2	**.10**	.11	.19	.00	-.12-.48	.19-.19	**.20**	.00	.10	**.19**	.00	-.12-.48	**.20**	.00
Complexity: Medium	1,518	15	**.08**	.10	.14	.00	.05-.22	.14-.14	**.14**	.00	.08	**.14**	.00	.06-.22	**.14**	.00
Complexity: Low	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	**-.23**	--	-.56	--	-.85-.00	-----	**-.58**	--	-.23	**-.56**	--	-.85-.00	**-.58**	--
Sample Type: Civilian	2,596	22	**.07**	.08	.11	.00	.06-.16	.11-.11	**.11**	.00	.07	**.11**	.00	.06-.16	**.11**	.00
Age: Below 40	379	5	**-.01**	.12	-.02	.05	-.23-.19	-.09-.05	**-.02**	.06	-.01	**-.03**	.04	-.25-.19	**-.03**	.04
Age: 40 and above	242	2	**.17**	.04	.26	.00	.17-.34	.26-.26	**.27**	.00	.17	**.26**	.00	.17-.34	**.27**	.00
Clerical Job: No	1,689	14	**.08**	.09	.14	.00	.05-.22	.14-.14	**.14**	.00	.08	**.14**	.00	.05-.22	**.14**	.00
Clerical Job: Yes	976	9	**.04**	.10	.05	.00	-.04-.14	.05-.05	**.06**	.00	.04	**.06**	.00	-.04-.15	**.06**	.00
Context: Research	2,067	17	**.08**	.08	.13	.00	.07-.19	.13-.13	**.13**	.00	.08	**.13**	.00	.06-.19	**.13**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																

All	2,665	23	**.07**	.10	.11	.00	.04-.17	.11-.11	**.11**	.00	.07	**.11**	.00	.04-.17	**.11**	.00
Simple Moderator Analyses																
Complexity: High	136	2	**.10**	.11	.19	.00	-.12-.48	.19-.19	**.20**	.00	.10	**.19**	.00	-.12-.48	**.20**	.00
Complexity: Medium	1,518	15	**.09**	.10	.15	.00	.06-.23	.15-.15	**.16**	.00	.09	**.15**	.00	.06-.23	**.16**	.00
Complexity: Low	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	**-.23**	--	-.56	--	-.85-.00	-----	**-.58**	--	-.23	**-.56**	--	-.85-.00	**-.58**	--
Sample Type: Civilian	2,596	22	**.08**	.08	.12	.00	.06-.17	.12-.12	**.12**	.00	.07	**.12**	.00	.06-.17	**.12**	.00
Age: Below 40	379	5	**-.02**	.12	-.04	.00	-.24-.17	-.04--.04	**-.04**	.00	-.02	**-.05**	.00	-.26-.17	**-.05**	.00
Age: 40 and above	242	2	**.18**	.06	.28	.00	.15-.41	.28-.28	**.29**	.00	.18	**.28**	.00	.15-.41	**.29**	.00
Clerical Job: No	1,689	14	**.08**	.09	.14	.00	.06-.23	.14-.14	**.15**	.00	.08	**.15**	.00	.05-.24	**.15**	.00
Clerical Job: Yes	976	9	**.04**	.10	.06	.00	-.03-.15	.06-.06	**.06**	.00	.04	**.06**	.00	-.03-.15	**.06**	.00
Context: Research	2,067	17	**.09**	.09	.14	.00	.07-.20	.14-.14	**.14**	.00	.09	**.14**	.00	.07-.20	**.14**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	1,778	13	**.08**	.10	.12	.08	.03-.21	.02-.23	**.13**	.09	.08	**.12**	.09	.03-.22	**.13**	.09
Simple Moderator Analyses																
Complexity: High	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,102	10	**.12**	.10	.19	.00	.09-.30	.19-.19	**.20**	.00	.11	**.19**	.00	.09-.30	**.20**	.00
Complexity: Low	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	69	1	**-.23**	--	-.56	--	-.85-.00	-----	**-.58**	--	-.23	**-.56**	--	-.85-.00	**-.58**	--
Sample Type: Civilian	1,709	12	**.09**	.08	.14	.00	.07-.21	.14-.14	**.15**	.00	.09	**.14**	.00	.06-.22	**.15**	.00
Age: Below 40	69	1	**-.23**	--	-.56	--	-.85-.00	-----	**-.58**	--	-.23	**-.56**	--	-.85-.00	**-.58**	--
Age: 40 and above	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,001	6	**.10**	.11	.17	.10	.02-.32	.05-.30	**.18**	.10	.10	**.17**	.12	.00-.34	**.18**	.13
Clerical Job: Yes	777	7	**.05**	.10	.08	.06	-.04-.19	.00-.15	**.08**	.06	.06	**.08**	.05	-.03-.20	**.09**	.05
Context: Research	1,379	9	**.10**	.09	.16	.00	.06-.25	.16-.16	**.17**	.00	.10	**.16**	.00	.06-.26	**.17**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	1,865	18	**.09**	.09	.13	.00	.07-.19	.13-.13	**.14**	.00	.09	**.14**	.00	.07-.20	**.14**	.00
Simple Moderator Analyses																
Complexity: High	136	2	**.10**	.11	.19	.00	-.12-.48	.19-.19	**.20**	.00	.10	**.19**	.00	-.12-.48	**.20**	.00
Complexity: Medium	1,394	13	**.09**	.09	.15	.00	.07-.23	.15-.15	**.16**	.00	.09	**.15**	.00	.07-.23	**.16**	.00

Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,865	18	**.09**	.09	.13	.00	.07-.19	.13-.13	**.14**	.00	.09	**.13**	.00	.07-.19	**.14**	.00
Age: Below 40	310	4	**.03**	.04	.05	.00	-.02-.12	.05-.05	**.06**	.00	.03	**.06**	.00	-.02-.13	**.06**	.00
Age: 40 and above	242	2	**.18**	.06	.28	.00	.15-.41	.28-.28	**.29**	.00	.18	**.28**	.00	.15-.41	**.29**	.00
Clerical Job: No	1,242	12	**.09**	.09	.16	.00	.07-.24	.16-.16	**.16**	.00	.09	**.16**	.00	.07-.25	**.17**	.00
Clerical Job: Yes	623	6	**.07**	.08	.11	.00	.01-.21	.11-.11	**.11**	.00	.07	**.11**	.00	.01-.21	**.11**	.00
Context: Research	1,620	15	**.09**	.08	.14	.00	.08-.21	.14-.14	**.15**	.00	.09	**.15**	.00	.08-.21	**.15**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	843	5	**.05**	.06	.07	.00	.00-.15	.07-.07	**.08**	.00	.05	**.08**	.00	.01-.16	**.09**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	843	5	**.05**	.06	.08	.00	.00-.16	.08-.08	**.08**	.00	.05	**.08**	.00	.00-.16	**.08**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	843	5	**.05**	.06	.07	.00	.00-.15	.07-.07	**.08**	.00	.05	**.08**	.00	.00-.15	**.08**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	465	2	**.04**	.07	.07	.05	-.11-.24	.00-.13	**.07**	.05	.05	**.08**	.02	-.10-.26	**.09**	.02
Clerical Job: Yes	378	3	**.06**	.05	.09	.00	.00-.17	.09-.09	**.09**	.00	.06	**.09**	.00	.00-.17	**.09**	.00
Context: Research	843	5	**.05**	.06	.08	.00	.00-.15	.08-.08	**.08**	.00	.05	**.08**	.00	.00-.16	**.08**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	378	3	**.06**	.05	.09	.00	.00-.18	.09-.09	**.09**	.00	.06	**.09**	.00	.00-.18	**.09**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	378	3	**.06**	.05	.10	.00	.00-.19	.10-.10	**.10**	.00	.06	**.10**	.00	.00-.19	**.10**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Military	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	378	3	**.06**	.05	.09	.00	.00-.18	.09-.09	**.09**	.00	.06	**.09**	.00	.00-.18	**.09**	.00
Age: Below 40	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	378	3	**.06**	.05	.09	.00	.00-.17	.09-.09	**.09**	.00	.06	**.09**	.00	.00-.17	**.09**	.00
Context: Research	378	3	**.06**	.05	.09	.00	.00-.19	.09-.09	**.10**	.00	.06	**.09**	.00	.00-.19	**.10**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	465	2	**.04**	.07	.06	.05	-.10-.22	.00-.13	**.06**	.05	.05	**.07**	.04	-.09-.24	**.08**	.04
Simple Moderator Analyses																
Complexity: High	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	465	2	**.04**	.07	.07	.05	-.11-.23	.00-.13	**.07**	.06	.04	**.07**	.05	-.10-.24	**.07**	.06
Complexity: Low	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	465	2	**.04**	.07	.06	.05	-.10-.22	.00-.13	**.06**	.05	.04	**.07**	.05	-.10-.23	**.07**	.05
Age: Below 40	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	465	2	**.04**	.07	.07	.05	-.11-.24	.00-.13	**.07**	.05	.05	**.08**	.02	-.10-.26	**.09**	.02
Clerical Job: Yes	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	465	2	**.04**	.07	.06	.04	-.10-.22	.01-.12	**.07**	.04	.04	**.07**	.03	-.10-.24	**.07**	.03
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	471	6	**.10**	.05	.15	.00	.09-.21	.15-.15	**.15**	.00	.10	**.15**	.00	.09-.21	**.15**	.00
Simple Moderator Analyses																
Complexity: High	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	471	6	**.10**	.05	.16	.00	.09-.22	.16-.16	**.16**	.00	.10	**.16**	.00	.09-.22	**.16**	.00
Complexity: Low	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	471	6	**.10**	.05	.15	.00	.09-.21	.15-.15	**.15**	.00	.10	**.15**	.00	.09-.21	**.15**	.00
Age: Below 40	276	3	**.09**	.01	.17	.00	.15-.19	.17-.17	**.17**	.00	.09	**.17**	.00	.15-.19	**.17**	.00
Age: 40 and above	106	1	**.11**	--	.17	--	-.12-.45	-----	**.18**	--	.11	**.17**	--	-.12-.45	**.18**	--

Clerical Job: No	471	6	**.10**	.05	.16	.00	.10-.23	.16-.16	**.17**	.00	.10	**.16**	.00	.10-.23	**.17**	.00
Clerical Job: Yes	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	471	6	**.10**	.05	.15	.00	.09-.21	.15-.15	**.16**	.00	.10	**.15**	.00	.09-.21	**.16**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	471	6	**.10**	.05	.15	.00	.09-.21	.15-.15	**.15**	.00	.10	**.15**	.00	.09-.21	**.15**	.00
Simple Moderator Analyses																
Complexity: High	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	471	6	**.10**	.05	.16	.00	.09-.22	.16-.16	**.16**	.00	.10	**.16**	.00	.09-.22	**.16**	.00
Complexity: Low	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	471	6	**.10**	.05	.15	.00	.09-.21	.15-.15	**.15**	.00	.10	**.15**	.00	.09-.21	**.15**	.00
Age: Below 40	276	3	**.09**	.01	.17	.00	.15-.19	.17-.17	**.17**	.00	.09	**.17**	.00	.15-.19	**.17**	.00
Age: 40 and above	106	1	**.11**	--	.17	--	-.12-.45	-----	**.18**	--	.11	**.17**	--	-.12-.45	**.18**	--
Clerical Job: No	471	6	**.10**	.05	.16	.00	.10-.23	.16-.16	**.17**	.00	.10	**.16**	.00	.10-.23	**.17**	.00
Clerical Job: Yes	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	471	6	**.10**	.05	.15	.00	.09-.21	.15-.15	**.16**	.00	.10	**.15**	.00	.09-.21	**.16**	.00
Context: Admin.	--	--	**--**	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																

																						1073
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A133

Predictive Validity for Gc and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	2,337	14	.36	.10	**.48**	.00	.40-.55	.48-.48	**.53**	.00	.36	**.48**	.00	.40-.55	**.53**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,219	13	.35	.08	**.47**	.00	.40-.54	.47-.47	**.53**	.00	.35	**.47**	.00	.40-.54	**.53**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.47	.03	**.60**	.00	.53-.66	.60-.60	**.69**	.00	.47	**.60**	.00	.53-.66	**.69**	.00
Sample Type: Civilian	1,127	11	.25	.14	**.34**	.14	.23-.46	.16-.52	**.36**	.15	.25	**.34**	.14	.23-.46	**.36**	.15
Age: Below 40	69	1	.24	--	**.53**	--	.02-.82	-----	**.56**	--	.24	**.53**	--	.02-.82	**.56**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,839	8	.39	.11	**.51**	.00	.40-.62	.51-.51	**.58**	.00	.39	**.51**	.00	.40-.62	**.58**	.00
Clerical Job: Yes	498	6	.27	.08	**.36**	.00	.28-.45	.36-.36	**.38**	.00	.27	**.36**	.00	.28-.45	**.38**	.00
Context: Research	1,961	8	.38	.07	**.49**	.00	.41-.56	.49-.49	**.55**	.00	.38	**.49**	.00	.41-.56	**.55**	.00
Context: Admin.	122	2	.18	.09	**.33**	.00	.09-.54	.33-.33	**.34**	.00	.18	**.33**	.00	.09-.54	**.34**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,219	13	.35	.08	**.47**	.00	.40-.54	.47-.47	**.53**	.00	.35	**.47**	.00	.40-.54	**.53**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,210	3	.47	.03	**.60**	.00	.53-.66	.60-.60	**.69**	.00	.47	**.60**	.00	.53-.66	**.69**	.00
Age: Below 40	69	1	.24	--	**.53**	--	.02-.82	-----	**.56**	--	.24	**.53**	--	.02-.82	**.56**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,210	3	.47	.03	**.60**	.00	.53-.66	.60-.60	**.69**	.00	.47	**.60**	.00	.53-.66	**.69**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.49	.03	**.61**	.00	.56-.65	.61-.61	**.70**	.00	.49	**.61**	.00	.56-.65	**.70**	.00
Context: Admin.	69	1	.24	--	**.53**	--	.02-.82	-----	**.56**	--	.24	**.53**	--	.02-.82	**.56**	--
Sample Type: Civilian	1,009	10	.21	.11	**.32**	.04	.22-.41	.26-.37	**.33**	.04	.21	**.32**	.04	.22-.41	**.33**	.04

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	511	4	.15	.11	**.23**	.08	.07-.38	.13-.33	**.24**	.08	.15	**.23**	.08	.07-.38	**.24**	.08
Clerical Job: Yes	498	6	.27	.08	**.40**	.00	.31-.49	.40-.40	**.42**	.00	.27	**.40**	.00	.31-.50	**.42**	.00
Context: Research	820	6	.23	.10	**.34**	.06	.22-.45	.26-.41	**.35**	.06	.23	**.34**	.06	.22-.45	**.35**	.06
Context: Admin.	53	1	.10	--	**.15**	--	-.25-.53	-----	**.16**	--	.10	**.15**	--	-.25-.53	**.16**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	505	10	.06	.22	**.08**	.25	-.12-.28	-.23-.40	**.09**	.26	.06	**.08**	.25	-.12-.28	**.09**	.26
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	266	5	.12	.20	**.18**	.21	-.09-.43	-.09-.45	**.19**	.22	.12	**.18**	.21	-.09-.43	**.19**	.22
Complexity: Low	239	5	-.01	.24	**-.02**	.30	-.35-.31	-.41-.36	**-.02**	.32	-.02	**-.03**	.31	-.36-.31	**-.03**	.32
Sample Type: USES	184	5	.07	.37	**.13**	.60	-.44-.64	-.63-.90	**.14**	.62	.07	**.13**	.60	-.44-.64	**.14**	.62
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	321	5	.05	.09	**.06**	.00	-.04-.17	.06-.06	**.07**	.00	.05	**.06**	.00	-.04-.17	**.07**	.00
Age: Below 40	184	5	.07	.37	**.13**	.60	-.44-.64	-.63-.89	**.14**	.62	.07	**.13**	.60	-.44-.64	**.14**	.62
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	134	4	-.07	.32	**-.14**	.52	-.65-.46	-.81-.53	**-.14**	.55	-.07	**-.14**	.52	-.65-.46	**-.14**	.55
Clerical Job: Yes	371	6	.10	.17	**.13**	.15	-.05-.31	-.05-.32	**.14**	.15	.10	**.13**	.15	-.05-.31	**.14**	.15
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	319	7	.07	.27	**.12**	.36	-.20-.42	-.34-.57	**.12**	.37	.07	**.12**	.36	-.20-.42	**.12**	.37
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	266	5	.12	.20	**.18**	.21	-.09-.43	-.09-.45	**.19**	.22	.12	**.18**	.21	-.09-.43	**.19**	.22
Sample Type: USES	50	1	.45	--	**.70**	--	.39-.90	-----	**.73**	--	.45	**.70**	--	.39-.90	**.73**	--
Age: Below 40	50	1	.45	--	**.70**	--	.39-.90	-----	**.73**	--	.45	**.70**	--	.39-.90	**.73**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	50	1	.45	--	**.70**	--	.39-.90	-----	**.73**	--	.45	**.70**	--	.39-.90	**.73**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Admin.	50	1	.45	--	**.70**	--	.39-.90	-----	**.73**	--		.45	**.70**	--	.39-.90	**.73**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	216	4	.04	.11	**.06**	.00	-.09-.21	.06-.06	**.06**	.00		.04	**.06**	.00	-.09-.21	**.06**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	216	4	.04	.11	**.06**	.00	-.09-.21	.06-.06	**.06**	.00		.04	**.06**	.00	-.09-.21	**.06**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	30	1	.15	--	**.22**	--	-.30-.68	-----	**.23**	--		.15	**.22**	--	-.30-.68	**.23**	--
Complexity: Low	239	5	-.01	.24	**-.02**	.30	-.35-.31	-.41-.36	**-.02**	.32		-.02	**-.03**	.31	-.36-.31	**-.03**	.32
Sample Type: USES	134	4	-.07	.32	**-.14**	.52	-.65-.46	-.81-.53	**-.14**	.55		-.07	**-.14**	.52	-.65-.46	**-.14**	.55
Age: Below 40	134	4	-.07	.32	**-.14**	.52	-.65-.46	-.81-.53	**-.14**	.55		-.07	**-.14**	.52	-.65-.46	**-.14**	.55
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	134	4	-.07	.32	**-.14**	.52	-.65-.46	-.81-.53	**-.14**	.55		-.07	**-.14**	.52	-.65-.46	**-.14**	.55
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	134	4	-.07	.32	**-.14**	.52	-.65-.46	-.81-.53	**-.14**	.55		-.07	**-.14**	.52	-.65-.46	**-.14**	.55
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	105	1	.05	--	**.07**	--	-.17-.31	-----	**.07**	--		.05	**.07**	--	-.17-.31	**.07**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	105	1	.05	--	**.07**	--	-.17-.31	-----	**.07**	--		.05	**.07**	--	-.18-.31	**.07**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	105	1	.05	--	**.07**	--	-.17-.31	-----	**.07**	--		.05	**.07**	--	-.17-.31	**.07**	--
Subjective--Supervisor Ratings---All Task Performance Measures																	
All	5,508	50	.12	.11	**.20**	.08	.14-.25	.10-.30	**.21**	.08		.12	**.21**	.07	.15-.27	**.22**	.07
Simple Moderator Analyses																	
Complexity: High	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00		.02	**.04**	.00	-.07-.15	**.04**	.00
Complexity: Medium	2,544	26	.13	.11	**.23**	.00	.16-.31	.23-.23	**.25**	.00		.14	**.25**	.00	.17-.32	**.26**	.00
Complexity: Low	318	6	.00	.22	**.01**	.32	-.31-.33	-.40-.41	**.01**	.33		.01	**.02**	.31	-.30-.33	**.02**	.32
Sample Type: USES	379	5	.16	.10	**.32**	.00	.14-.49	.32-.32	**.34**	.00		.13	**.27**	.00	.07-.45	**.28**	.00
Sample Type: Military	963	2	.04	.02	**.11**	.00	.04-.17	.11-.11	**.11**	.00		.04	**.11**	.00	.04-.17	**.11**	.00
Sample Type: Civilian	4,166	43	.13	.12	**.20**	.08	.14-.25	.10-.30	**.21**	.08		.13	**.20**	.08	.14-.26	**.21**	.09

Age: Below 40	1,244	12	.09	.11	**.20**	.07	.06-.33	.11-.29	**.21**	.07	.10	**.23**	.00	.08-.37	**.24**	.00
Age: 40 and above	242	2	.21	.09	**.32**	.00	.14-.50	.32-.32	**.34**	.00	.21	**.32**	.00	.14-.50	**.34**	.00
Clerical Job: No	3,160	23	.10	.09	**.20**	.00	.13-.27	.20-.20	**.21**	.00	.11	**.22**	.00	.15-.30	**.23**	.00
Clerical Job: Yes	2,348	27	.13	.14	**.20**	.12	.12-.28	.04-.36	**.21**	.13	.13	**.20**	.12	.12-.28	**.21**	.13
Context: Research	3,090	25	.12	.09	**.21**	.00	.15-.27	.21-.21	**.22**	.00	.13	**.22**	.00	.16-.28	**.23**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,544	26	.13	.11	**.23**	.00	.16-.31	.23-.23	**.25**	.00	.14	**.25**	.00	.17-.32	**.26**	.00
Sample Type: USES	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.08-.72	**.46**	--
Age: Below 40	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.06-.72	**.46**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.19-.65	**.46**	--
Context: Research	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.08-.71	**.46**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Age: Below 40	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,898	24	.15	.11	**.24**	.00	.17-.31	.24-.24	**.25**	.00	.15	**.24**	.00	.17-.31	**.25**	.00

																	1078
Age: Below 40	382	5	.07	.13	**.12**	.08	-.07-.30	.01-.22	**.12**	.09		.07	**.12**	.08	-.07-.30	**.12**	.09
Age: 40 and above	106	1	.28	--	**.45**	--	.17-.69	-----	**.47**	--		.28	**.45**	--	.17-.69	**.47**	--
Clerical Job: No	1,177	12	.13	.11	**.22**	.00	.12-.32	.22-.22	**.23**	.00		.13	**.22**	.00	.12-.32	**.23**	.00
Clerical Job: Yes	721	12	.17	.12	**.27**	.00	.16-.38	.27-.27	**.28**	.00		.17	**.27**	.00	.16-.38	**.28**	.00
Context: Research	1,384	13	.13	.10	**.22**	.00	.13-.30	.22-.22	**.23**	.00		.13	**.22**	.00	.13-.30	**.23**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	318	6	.00	.22	**.01**	.32	-.31-.33	-.40-.41	**.01**	.33		.01	**.02**	.31	-.30-.33	**.02**	.32
Sample Type: USES	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00		.09	**.19**	.00	-.05-.42	**.20**	.00
Age: Below 40	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00		.09	**.19**	.00	-.05-.42	**.20**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00		.09	**.19**	.00	-.05-.42	**.20**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00		.09	**.19**	.00	-.05-.42	**.20**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	142	2	-.10	.36	**-.14**	.48	-.82-.56	-.76-.47	**-.15**	.50		-.10	**-.14**	.48	-.82-.56	**-.15**	.50
Age: Below 40	40	1	.30	--	**.43**	--	.02-.82	-----	**.46**	--		.30	**.43**	--	.02-.82	**.46**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	142	2	-.10	.36	**-.14**	.48	-.82-.56	-.76-.47	**-.15**	.50		-.10	**-.14**	.48	-.82-.56	**-.15**	.50
Context: Research	40	1	.30	--	**.43**	--	.02-.82	-----	**.46**	--		.30	**.43**	--	.02-.82	**.46**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																	
All	378	1	.20	--	**.31**	--	.16-.45	-----	**.32**	--		.20	**.31**	--	.11-.49	**.32**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	378	1	.20	--	**.31**	--	.16-.45	-----	**.32**	--		.20	**.31**	--	.13-.47	**.32**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	378	1	.20	--	**.34**	--	.18-.49	-----	**.35**	--		.20	**.34**	--	.12-.53	**.35**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	378	1	.20	--	**.31**	--	.16-.45	-----	**.33**	--	.20	**.31**	--	.13-.49	**.33**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	5,508	50	.11	.12	**.18**	.08	.13-.24	.07-.29	**.19**	.09	.12	**.20**	.08	.14-.25	**.21**	.08
Simple Moderator Analyses																
Complexity: High	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Complexity: Medium	2,544	26	.12	.11	**.22**	.02	.14-.29	.19-.25	**.23**	.02	.13	**.23**	.00	.15-.30	**.24**	.00
Complexity: Low	318	6	.00	.22	**.01**	.32	-.31-.33	-.40-.41	**.01**	.33	.01	**.02**	.31	-.30-.33	**.02**	.32
Sample Type: USES	379	5	.16	.10	**.32**	.00	.14-.49	.32-.32	**.34**	.00	.13	**.27**	.00	.07-.45	**.28**	.00
Sample Type: Military	963	2	.04	.02	**.11**	.00	.04-.17	.11-.11	**.11**	.00	.04	**.11**	.00	.04-.17	**.11**	.00
Sample Type: Civilian	4,166	43	.12	.12	**.18**	.09	.12-.24	.06-.30	**.19**	.10	.12	**.18**	.09	.13-.24	**.19**	.10
Age: Below 40	1,244	12	.09	.11	**.20**	.08	.06-.33	.10-.30	**.21**	.08	.11	**.23**	.00	.08-.37	**.24**	.00
Age: 40 and above	242	2	.21	.09	**.32**	.00	.14-.50	.32-.32	**.34**	.00	.21	**.32**	.00	.14-.50	**.34**	.00
Clerical Job: No	3,160	23	.09	.09	**.17**	.00	.10-.24	.17-.17	**.18**	.00	.10	**.20**	.00	.12-.27	**.21**	.00
Clerical Job: Yes	2,348	27	.13	.14	**.20**	.13	.12-.28	.04-.36	**.21**	.13	.13	**.20**	.13	.12-.28	**.21**	.13
Context: Research	3,090	25	.11	.09	**.18**	.00	.12-.25	.18-.18	**.19**	.00	.11	**.20**	.00	.13-.26	**.21**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	136	2	.02	.04	**.04**	.00	-.07-.15	.04-.04	**.04**	.00	.02	**.04**	.00	-.07-.15	**.04**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,544	26	.12	.11	**.22**	.02	.14-.29	.19-.25	**.23**	.02	.13	**.23**	.00	.15-.30	**.24**	.00
Sample Type: USES	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.08-.72	**.46**	--
Age: Below 40	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.06-.72	**.46**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.19-.65	**.46**	--
Context: Research	203	1	.22	--	**.44**	--	.19-.65	-----	**.46**	--	.22	**.44**	--	.08-.71	**.46**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Age: Below 40	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	443	1	.03	--	**.07**	--	-.19-.32	-----	**.08**	--	.03	**.07**	--	-.19-.32	**.08**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,898	24	.13	.12	**.22**	.00	.14-.29	.22-.22	**.23**	.00	.13	**.22**	.00	.14-.29	**.23**	.00
Age: Below 40	382	5	.07	.13	**.12**	.09	-.07-.30	.00-.24	**.12**	.10	.07	**.12**	.09	-.07-.30	**.12**	.10
Age: 40 and above	106	1	.28	--	**.45**	--	.17-.69	-----	**.47**	--	.28	**.45**	--	.17-.69	**.47**	--
Clerical Job: No	1,177	12	.12	.11	**.19**	.05	.08-.29	.12-.26	**.20**	.06	.12	**.19**	.05	.08-.29	**.20**	.06
Clerical Job: Yes	721	12	.16	.12	**.26**	.00	.15-.37	.26-.26	**.28**	.00	.16	**.26**	.00	.15-.37	**.27**	.00
Context: Research	1,384	13	.11	.11	**.19**	.02	.09-.28	.16-.21	**.20**	.02	.11	**.19**	.02	.09-.28	**.20**	.02
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	318	6	.00	.22	**.01**	.32	-.31-.33	-.40-.41	**.01**	.33	.01	**.02**	.31	-.30-.33	**.02**	.32
Sample Type: USES	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00	.09	**.19**	.00	-.05-.42	**.20**	.00
Age: Below 40	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00	.09	**.19**	.00	-.05-.42	**.20**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00	.09	**.19**	.00	-.05-.42	**.20**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	176	4	.09	.11	**.19**	.00	-.05-.42	.19-.19	**.20**	.00	.09	**.19**	.00	-.05-.42	**.20**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	142	2	-.10	.36	**-.14**	.48	-.82-.56	-.76-.47	**-.15**	.50	-.10	**-.14**	.48	-.82-.56	**-.15**	.50
Age: Below 40	40	1	.30	--	**.43**	--	.02-.82	-----	**.46**	--	.30	**.43**	--	.02-.82	**.46**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	142	2	-.10	.36	**-.14**	.48	-.82-.56	-.76-.47	**-.15**	.50	-.10	**-.14**	.48	-.82-.56	**-.15**	.50
Context: Research	40	1	.30	--	**.43**	--	.02-.82	-----	**.46**	--	.30	**.43**	--	.02-.82	**.46**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	2,456	23	.10	.14	**.16**	.16	.07-.25	-.04-.36	**.16**	.16	.10	**.16**	.16	.07-.26	**.17**	.17
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	998	13	.11	.10	**.19**	.00	.10-.27	.19-.19	**.20**	.00	.11	**.19**	.00	.10-.27	**.20**	.00
Complexity: Low	102	1	-.25	--	**-.36**	--	-.61--.10	-----	**-.38**	--	-.25	**-.36**	--	-.62--.09	**-.38**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,456	23	.10	.14	**.16**	.16	.07-.25	-.04-.36	**.16**	.16	.10	**.16**	.16	.07-.25	**.17**	.17
Age: Below 40	219	3	.09	.06	**.17**	.00	.04-.29	.17-.17	**.18**	.00	.09	**.16**	.00	.02-.30	**.17**	.00
Age: 40 and above	136	1	.15	--	**.23**	--	-.02-.48	-----	**.24**	--	.15	**.23**	--	-.02-.48	**.24**	--
Clerical Job: No	1,287	9	.08	.06	**.13**	.00	.07-.20	.13-.13	**.14**	.00	.09	**.15**	.00	.08-.21	**.16**	.00
Clerical Job: Yes	1,169	14	.13	.20	**.19**	.24	.03-.34	-.12-.49	**.19**	.25	.12	**.18**	.24	.02-.33	**.19**	.25
Context: Research	1,287	9	.08	.06	**.12**	.00	.06-.18	.12-.12	**.13**	.00	.08	**.13**	.00	.07-.19	**.14**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	1,116	12	.11	.18	**.16**	.22	.01-.32	-.12-.44	**.17**	.23	.10	**.16**	.22	.00-.32	**.17**	.23
Simple Moderator Analyses																
Complexity: High	65	1	.07	--	**.14**	--	-.34-.57	-----	**.15**	--	.07	**.14**	--	-.34-.57	**.15**	--
Complexity: Medium	107	3	.22	.20	**.35**	.13	-.02-.67	.18-.51	**.36**	.14	.22	**.35**	.13	-.02-.67	**.36**	.14
Complexity: Low	102	1	-.26	--	**-.37**	--	-.63--.11	-----	**-.39**	--	-.26	**-.37**	--	-.64--.10	**-.39**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,116	12	.11	.18	**.16**	.22	.01-.32	-.12-.44	**.17**	.23	.11	**.16**	.22	.01-.32	**.17**	.23
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	.07	--	**.12**	--	-.29-.51	-----	**.13**	--	.07	**.12**	--	-.29-.51	**.13**	--
Clerical Job: Yes	1,051	11	.11	.19	**.16**	.22	.00-.32	-.12-.44	**.17**	.23	.11	**.16**	.22	-.01-.32	**.16**	.23
Context: Research	65	1	.07	--	**.11**	--	-.27-.48	-----	**.12**	--	.07	**.11**	--	-.27-.48	**.12**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	1,265	11	.08	.12	**.13**	.11	.02-.24	-.01-.27	**.14**	.12	.09	**.13**	.11	.02-.24	**.14**	.11
Simple Moderator Analyses																
Complexity: High	71	1	.08	--	**.16**	--	-.30-.57	-----	**.17**	--	.08	**.16**	--	-.30-.57	**.17**	--

Complexity: Medium	760	7	.10	.14	**.17**	.16	.00-.34	-.04-.38	**.18**	.17	.10	**.17**	.16	.00-.34	**.18**	.17
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,265	11	.08	.12	**.13**	.11	.02-.24	-.01-.27	**.14**	.12	.08	**.13**	.11	.02-.24	**.14**	.12
Age: Below 40	276	3	-.02	.14	**-.04**	.18	-.34-.26	-.27-.19	**-.04**	.19	.00	**.00**	.16	-.30-.30	**.00**	.16
Age: 40 and above	242	2	.21	.08	**.33**	.00	.15-.50	.33-.33	**.34**	.00	.21	**.33**	.00	.15-.50	**.34**	.00
Clerical Job: No	589	6	.09	.15	**.15**	.18	-.06-.35	-.08-.38	**.16**	.19	.09	**.15**	.18	-.06-.35	**.16**	.19
Clerical Job: Yes	676	5	.08	.10	**.12**	.05	-.01-.24	.05-.19	**.12**	.06	.08	**.12**	.05	.00-.24	**.13**	.05
Context: Research	967	9	.11	.13	**.17**	.08	.04-.30	.07-.27	**.18**	.08	.11	**.17**	.08	.04-.30	**.18**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	1,406	8	.17	.08	**.25**	.00	.17-.34	.25-.25	**.27**	.00	.16	**.24**	.00	.15-.33	**.25**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,028	7	.14	.08	**.24**	.00	.13-.33	.24-.24	**.25**	.00	.14	**.23**	.00	.13-.33	**.25**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,406	8	.17	.08	**.25**	.00	.17-.34	.25-.25	**.27**	.00	.16	**.25**	.00	.16-.33	**.26**	.00
Age: Below 40	185	2	.01	.04	**.01**	.00	-.09-.11	.01-.01	**.01**	.00	.00	**.00**	.00	-.10-.11	**.00**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,028	5	.17	.09	**.28**	.00	.15-.41	.28-.28	**.30**	.00	.15	**.26**	.00	.12-.40	**.27**	.00
Clerical Job: Yes	378	3	.16	.08	**.24**	.00	.11-.36	.24-.24	**.25**	.00	.16	**.24**	.00	.11-.36	**.25**	.00
Context: Research	1,406	8	.17	.08	**.26**	.00	.17-.34	.26-.26	**.27**	.00	.16	**.25**	.00	.16-.34	**.26**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	1,406	8	.17	.08	**.25**	.00	.17-.34	.25-.25	**.27**	.00	.16	**.24**	.00	.15-.33	**.25**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,028	7	.14	.08	**.24**	.00	.13-.33	.24-.24	**.25**	.00	.14	**.23**	.00	.13-.33	**.25**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,406	8	.17	.08	**.25**	.00	.17-.34	.25-.25	**.27**	.00	.16	**.25**	.00	.16-.33	**.26**	.00
Age: Below 40	185	2	.01	.04	**.01**	.00	-.09-.11	.01-.01	**.01**	.00	.00	**.00**	.00	-.10-.11	**.00**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,028	5	.17	.09	**.28**	.00	.15-.41	.28-.28	**.30**	.00	.15	**.26**	.00	.12-.40	**.27**	.00
Clerical Job: Yes	378	3	.16	.08	**.24**	.00	.11-.36	.24-.24	**.25**	.00	.16	**.24**	.00	.11-.36	**.25**	.00
Context: Research	1,406	8	.17	.08	**.26**	.00	.17-.34	.26-.26	**.27**	.00	.16	**.25**	.00	.16-.34	**.26**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Task Performance Measures																
All	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.27-.47	**.13**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.23-.44	**.13**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.16-.38	**.13**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.44-.61	**.13**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.28-.48	**.13**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.25-.46	**.13**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.27-.47	**.13**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.23-.44	**.13**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.16-.38	**.13**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.44-.61	**.13**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.28-.48	**.13**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	443	1	.04	--	**.12**	--	-.16-.38	-----	**.13**	--	.04	**.12**	--	-.25-.46	**.13**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	1,380	4	.08	.10	**.12**	.12	-.04-.27	-.04-.28	**.12**	.13	.11	**.17**	.13	-.01-.34	**.18**	.13
Simple Moderator Analyses																
Complexity: High	1,257	3	.07	.11	**.13**	.18	-.11-.36	-.10-.36	**.14**	.19	.08	**.16**	.20	-.12-.41	**.17**	.21
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,380	4	.08	.10	**.12**	.12	-.04-.27	-.04-.28	**.12**	.13	.10	**.16**	.13	-.02-.33	**.16**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,380	4	.08	.10	**.13**	.13	-.04-.29	-.04-.29	**.13**	.14	.11	**.19**	.12	-.01-.37	**.19**	.13
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,380	4	.08	.10	**.12**	.11	-.04-.27	-.03-.26	**.12**	.12	.11	**.16**	.10	-.02-.34	**.17**	.11
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	1,380	4	.09	.11	**.14**	.13	-.02-.30	-.03-.31	**.15**	.14	.12	**.19**	.14	.00-.38	**.20**	.15

Simple Moderator Analyses																
Complexity: High	1,257	3	.08	.12	**.17**	.19	-.10-.41	-.08-.41	**.17**	.20	.10	**.19**	.22	-.11-.47	**.20**	.23
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,380	4	.09	.11	**.14**	.13	-.02-.30	-.03-.31	**.15**	.14	.12	**.18**	.14	-.01-.36	**.19**	.15
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,380	4	.09	.11	**.16**	.14	-.03-.33	-.02-.33	**.16**	.14	.12	**.21**	.13	.00-.41	**.22**	.14
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,380	4	.09	.11	**.14**	.11	-.02-.31	.00-.29	**.15**	.12	.12	**.19**	.11	.00-.38	**.20**	.12
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	123	1	.21	--	**.32**	--	.06-.57	-----	**.34**	--	.21	**.32**	--	.06-.57	**.34**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	123	1	.21	--	**.32**	--	.06-.57	-----	**.34**	--	.21	**.32**	--	.06-.57	**.34**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	123	1	.21	--	**.35**	--	.07-.61	-----	**.37**	--	.21	**.35**	--	.07-.61	**.37**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	123	1	.21	--	**.33**	--	.06-.57	-----	**.34**	--	.21	**.33**	--	.06-.57	**.34**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	1,257	3	.05	.10	**.07**	.13	-.10-.25	-.09-.24	**.08**	.14	.08	**.12**	.15	-.09-.33	**.13**	.15
Simple Moderator Analyses																
Complexity: High	1,257	3	.05	.10	**.10**	.17	-.13-.31	-.12-.31	**.10**	.17	.06	**.13**	.18	-.13-.37	**.13**	.19

Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,257	3	.05	.10	**.07**	.13	-.10-.25	-.09-.24	**.08**	.14	.07	**.11**	.15	-.09-.31	**.12**	.15
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,257	3	.05	.10	**.08**	.14	-.11-.27	-.10-.26	**.09**	.15	.08	**.14**	.15	-.10-.36	**.14**	.16
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,257	3	.05	.10	**.08**	.13	-.10-.25	-.09-.24	**.08**	.13	.08	**.12**	.14	-.09-.33	**.13**	.14
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A134

Predictive Validity for Gc and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	16,630	126	.11	.11	**.16**	.08	.13-.20	.06-.27	**.17**	.08	.11	**.16**	.08	.13-.20	**.17**	.08
Simple Moderator Analyses																
Complexity: High	860	12	.15	.11	**.29**	.00	.18-.40	.29-.29	**.31**	.00	.15	**.29**	.00	.18-.40	**.31**	.00
Complexity: Medium	9,752	52	.07	.08	**.12**	.00	.07-.16	.12-.12	**.12**	.00	.07	**.11**	.00	.07-.16	**.12**	.00
Complexity: Low	1,680	26	.20	.14	**.30**	.00	.23-.38	.30-.30	**.32**	.00	.21	**.32**	.00	.24-.40	**.34**	.00
Sample Type: USES	214	3	.30	.07	**.58**	.00	.45-.69	.58-.58	**.60**	.00	.30	**.58**	.00	.45-.69	**.60**	.00
Sample Type: Military	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Sample Type: Civilian	11,138	119	.15	.13	**.23**	.10	.19-.26	.10-.35	**.24**	.10	.15	**.23**	.10	.19-.26	**.24**	.11
Age: Below 40	723	7	.14	.14	**.28**	.15	.08-.46	.08-.47	**.29**	.16	.15	**.29**	.15	.09-.48	**.31**	.15
Age: 40 and above	242	2	.10	.03	**.15**	.00	.09-.21	.15-.15	**.16**	.00	.10	**.15**	.00	.09-.21	**.16**	.00
Clerical Job: No	10,891	58	.07	.09	**.12**	.03	.08-.16	.08-.16	**.13**	.03	.07	**.12**	.03	.07-.16	**.12**	.02
Clerical Job: Yes	5,739	68	.17	.14	**.25**	.10	.21-.30	.13-.38	**.27**	.10	.18	**.26**	.10	.21-.30	**.27**	.10
Context: Research	3,203	23	.10	.09	**.15**	.00	.09-.21	.15-.15	**.16**	.00	.10	**.15**	.00	.09-.22	**.16**	.00
Context: Admin.	5,651	8	.02	.03	**.03**	.00	-.01-.07	.03-.03	**.03**	.00	.02	**.03**	.00	-.01-.07	**.03**	.00
Hierarchical Moderator Analysis																
Complexity: High	860	12	.15	.11	**.29**	.00	.18-.40	.29-.29	**.31**	.00	.15	**.29**	.00	.18-.40	**.31**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	860	12	.15	.11	**.29**	.00	.18-.40	.29-.29	**.31**	.00	.15	**.29**	.00	.18-.40	**.31**	.00
Age: Below 40	418	3	.10	.09	**.19**	.05	-.02-.39	.13-.25	**.20**	.05	.10	**.19**	.05	-.02-.39	**.20**	.05
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	860	12	.15	.11	**.29**	.00	.18-.40	.29-.29	**.31**	.00	.15	**.29**	.00	.18-.40	**.31**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	299	2	.09	.13	**.19**	.18	-.17-.51	-.05-.42	**.20**	.19	.09	**.19**	.18	-.17-.51	**.20**	.19
Context: Admin.	119	1	.10	--	**.20**	--	-.16-.52	-----	**.21**	--	.10	**.20**	--	-.16-.52	**.21**	--
Complexity: Medium	9,752	52	.07	.08	**.12**	.00	.07-.16	.12-.12	**.12**	.00	.07	**.11**	.00	.07-.16	**.12**	.00

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Sample Type: Civilian	4,474	48	.14	.11	**.23**	.00	.17-.28	.23-.23	**.24**	.00	.14	**.23**	.00	.17-.28	**.24**	.00
Age: Below 40	91	1	-.01	--	**-.02**	--	-.35-.32	-----	**-.02**	--	-.01	**-.02**	--	-.35-.32	**-.02**	--
Age: 40 and above	106	1	.12	--	**.20**	--	-.11-.49	-----	**.21**	--	.12	**.20**	--	-.11-.49	**.21**	--
Clerical Job: No	2,676	24	.11	.12	**.19**	.10	.11-.26	.06-.31	**.19**	.11	.11	**.18**	.10	.10-.26	**.19**	.11
Clerical Job: Yes	1,798	24	.18	.09	**.29**	.00	.23-.35	.29-.29	**.30**	.00	.17	**.28**	.00	.22-.34	**.30**	.00
Context: Research	2,051	14	.09	.08	**.15**	.00	.08-.21	.15-.15	**.15**	.00	.09	**.14**	.00	.08-.21	**.15**	.00
Context: Admin.	77	2	.24	.01	**.38**	.00	.36-.40	.38-.38	**.40**	.00	.24	**.38**	.00	.36-.40	**.40**	.00
Complexity: Low	1,680	26	.20	.14	**.30**	.00	.23-.38	.30-.30	**.32**	.00	.21	**.32**	.00	.24-.40	**.34**	.00
Sample Type: USES	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.60**	.00	.47-.71	**.63**	.00
Age: Below 40	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.60**	.00	.47-.71	**.63**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.60**	.00	.47-.71	**.63**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.61**	.00	.47-.72	**.63**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,466	23	.19	.14	**.27**	.00	.19-.35	.27-.27	**.28**	.00	.19	**.28**	.00	.19-.36	**.29**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	294	4	.18	.16	**.26**	.14	.03-.49	.09-.44	**.28**	.15	.18	**.26**	.14	.03-.49	**.28**	.15
Clerical Job: Yes	1,172	19	.19	.13	**.27**	.00	.18-.35	.27-.27	**.28**	.00	.20	**.29**	.00	.19-.38	**.30**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	1,311	11	.14	.07	**.21**	.00	.15-.27	.21-.21	**.22**	.00	.15	**.22**	.00	.16-.29	**.24**	.00

Simple Moderator Analyses

Complexity: High	276	2	.15	.06	**.29**	.00	.14-.42	.29-.29	**.30**	.00	.15	**.29**	.00	.14-.42	**.30**	.00
Complexity: Medium	497	4	.15	.05	**.24**	.00	.16-.32	.24-.24	**.26**	.00	.15	**.25**	.00	.16-.33	**.26**	.00
Complexity: Low	67	2	.28	.04	**.40**	.00	.32-.49	.40-.40	**.42**	.00	.28	**.40**	.00	.32-.49	**.42**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,311	11	.14	.07	**.21**	.00	.15-.27	.21-.21	**.22**	.00	.14	**.22**	.00	.15-.28	**.23**	.00
Age: Below 40	276	2	.15	.06	**.28**	.00	.13-.41	.28-.28	**.29**	.00	.14	**.27**	.00	.12-.40	**.28**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,078	5	.12	.05	**.21**	.00	.13-.29	.21-.21	**.22**	.00	.13	**.22**	.00	.14-.30	**.23**	.00
Clerical Job: Yes	233	6	.20	.11	**.29**	.00	.16-.42	.29-.29	**.30**	.00	.20	**.29**	.00	.16-.42	**.30**	.00
Context: Research	907	3	.12	.05	**.19**	.00	.09-.28	.19-.19	**.20**	.00	.12	**.20**	.00	.10-.29	**.20**	.00
Context: Admin.	196	3	.15	.08	**.24**	.00	.10-.37	.24-.24	**.25**	.00	.15	**.24**	.00	.10-.37	**.25**	.00
Hierarchical Moderator Analysis																
Complexity: High	276	2	.15	.06	**.29**	.00	.14-.42	.29-.29	**.30**	.00	.15	**.29**	.00	.14-.42	**.30**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	276	2	.15	.06	**.29**	.00	.14-.42	.29-.29	**.30**	.00	.15	**.29**	.00	.14-.42	**.30**	.00
Age: Below 40	276	2	.15	.06	**.29**	.00	.14-.42	.29-.29	**.30**	.00	.15	**.29**	.00	.14-.42	**.30**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	276	2	.15	.06	**.29**	.00	.14-.42	.29-.29	**.30**	.00	.15	**.29**	.00	.14-.42	**.30**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	157	1	.18	--	**.35**	--	.06-.60	-----	**.37**	--	.18	**.35**	--	.06-.60	**.37**	--
Context: Admin.	119	1	.10	--	**.20**	--	-.16-.52	-----	**.21**	--	.10	**.20**	--	-.16-.52	**.21**	--
Complexity: Medium	497	4	.15	.05	**.24**	.00	.16-.32	.24-.24	**.26**	.00	.15	**.25**	.00	.16-.33	**.26**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	497	4	.15	.05	**.24**	.00	.16-.32	.24-.24	**.26**	.00	.15	**.25**	.00	.16-.34	**.26**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	424	2	.15	.04	**.25**	.00	.16-.34	.25-.25	**.26**	.00	.16	**.26**	.00	.15-.35	**.27**	.00
Clerical Job: Yes	73	2	.12	.12	**.20**	.00	-.08-.47	.20-.20	**.21**	.00	.12	**.20**	.00	-.08-.47	**.21**	.00
Context: Research	372	1	.14	--	**.23**	--	.07-.39	-----	**.25**	--	.14	**.23**	--	.05-.41	**.25**	--
Context: Admin.	77	2	.24	.01	**.38**	.00	.36-.40	.38-.38	**.40**	.00	.24	**.38**	.00	.36-.40	**.40**	.00

																1090
Complexity: Low	67	2	.28	.04	**.40**	.00	.32-.49	.40-.40	**.42**	.00	.28	**.40**	.00	.32-.49	**.42**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	2	.28	.04	**.40**	.00	.32-.49	.40-.40	**.42**	.00	.28	**.40**	.00	.32-.49	**.42**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	67	2	.28	.04	**.40**	.00	.32-.49	.40-.40	**.42**	.00	.28	**.40**	.00	.32-.49	**.42**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	14,018	96	.09	.11	**.14**	.10	.10-.18	.01-.27	**.15**	.11	.09	**.14**	.10	.10-.18	**.15**	.10
Simple Moderator Analyses																
Complexity: High	467	8	.17	.14	**.32**	.00	.14-.49	.32-.32	**.34**	.00	.17	**.32**	.00	.14-.49	**.34**	.00
Complexity: Medium	8,798	42	.06	.08	**.10**	.05	.06-.15	.04-.16	**.11**	.05	.06	**.10**	.05	.06-.15	**.11**	.05
Complexity: Low	1,372	19	.20	.13	**.31**	.00	.22-.39	.31-.31	**.32**	.00	.22	**.33**	.00	.23-.42	**.34**	.00
Sample Type: USES	214	3	.30	.07	**.58**	.00	.45-.69	.58-.58	**.60**	.00	.30	**.58**	.00	.45-.69	**.60**	.00
Sample Type: Military	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Sample Type: Civilian	8,526	89	.13	.14	**.21**	.13	.16-.25	.04-.37	**.22**	.14	.14	**.21**	.13	.17-.26	**.22**	.14
Age: Below 40	447	5	.14	.18	**.28**	.25	-.03-.55	-.04-.60	**.29**	.26	.16	**.31**	.24	.00-.57	**.32**	.25
Age: 40 and above	242	2	.10	.03	**.15**	.00	.09-.21	.15-.15	**.16**	.00	.10	**.15**	.00	.09-.21	**.16**	.00
Clerical Job: No	9,180	46	.06	.09	**.10**	.08	.05-.15	-.01-.20	**.10**	.08	.06	**.10**	.07	.05-.15	**.10**	.08
Clerical Job: Yes	4,838	50	.16	.14	**.23**	.12	.18-.29	.08-.38	**.24**	.13	.16	**.23**	.12	.18-.29	**.25**	.13
Context: Research	2,674	21	.08	.10	**.12**	.03	.06-.19	.09-.16	**.13**	.03	.08	**.13**	.00	.06-.20	**.14**	.00
Context: Admin.	5,455	5	.02	.02	**.02**	.00	-.02-.06	.02-.02	**.03**	.00	.02	**.02**	.00	-.02-.06	**.03**	.00
Hierarchical Moderator Analysis																
Complexity: High	467	8	.17	.14	**.32**	.00	.14-.49	.32-.32	**.34**	.00	.17	**.32**	.00	.14-.49	**.34**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	467	8	.17	.14	**.32**	.00	.14-.49	.32-.32	**.34**	.00	.17	**.32**	.00	.14-.49	**.34**	.00
Age: Below 40	142	1	.00	--	**.00**	--	-.33-.32	-----	**.00**	--	.00	**.00**	--	-.33-.32	**.00**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	467	8	.17	.14	**.32**	.00	.14-.49	.32-.32	**.34**	.00	.17	**.32**	.00	.14-.49	**.34**	.00

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	142	1	.00	--	**.00**	--	-.33-.32	-----	**.00**	--	.00	**.00**	--	-.33-.32	**.00**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	8,798	42	.06	.08	**.10**	.05	.06-.15	.04-.16	**.11**	.05	.06	**.10**	.05	.06-.15	**.11**	.05
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.02	.03	**.02**	.00	-.01-.05	.02-.02	**.02**	.00	.02	**.02**	.00	-.01-.05	**.02**	.00
Sample Type: Civilian	3,520	38	.14	.13	**.23**	.08	.16-.29	.12-.33	**.24**	.09	.14	**.23**	.08	.16-.29	**.24**	.09
Age: Below 40	91	1	-.01	--	**-.02**	--	-.35-.32	-----	**-.02**	--	-.01	**-.02**	--	-.35-.32	**-.02**	--
Age: 40 and above	106	1	.12	--	**.20**	--	-.11-.49	-----	**.21**	--	.12	**.20**	--	-.11-.49	**.21**	--
Clerical Job: No	2,030	20	.11	.14	**.18**	.14	.08-.27	.00-.35	**.19**	.14	.11	**.18**	.14	.08-.27	**.19**	.14
Clerical Job: Yes	1,490	18	.18	.10	**.29**	.00	.22-.37	.29-.29	**.31**	.00	.18	**.29**	.00	.21-.36	**.30**	.00
Context: Research	1,679	13	.08	.08	**.13**	.00	.06-.20	.13-.13	**.13**	.00	.08	**.13**	.00	.06-.20	**.13**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	1,372	19	.20	.13	**.31**	.00	.22-.39	.31-.31	**.32**	.00	.22	**.33**	.00	.23-.42	**.34**	.00
Sample Type: USES	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.60**	.00	.47-.71	**.63**	.00
Age: Below 40	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.60**	.00	.47-.71	**.63**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.60**	.00	.47-.71	**.63**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	214	3	.30	.07	**.61**	.00	.48-.72	.61-.61	**.64**	.00	.30	**.61**	.00	.47-.72	**.63**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,158	16	.18	.13	**.26**	.00	.17-.36	.26-.26	**.28**	.00	.19	**.28**	.00	.17-.38	**.29**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	127	2	.30	.09	**.42**	.00	.25-.60	.42-.42	**.45**	.00	.30	**.42**	.00	.25-.60	**.45**	.00
Clerical Job: Yes	1,031	14	.17	.13	**.24**	.03	.14-.34	.20-.28	**.25**	.03	.18	**.26**	.05	.14-.37	**.27**	.05
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	1,993	22	.18	.11	**.28**	.00	.21-.35	.28-.28	**.29**	.00	.18	**.28**	.00	.21-.35	**.30**	.00
Simple Moderator Analyses																
Complexity: High	117	2	.10	.08	**.20**	.00	-.01-.40	.20-.20	**.21**	.00	.10	**.20**	.00	-.01-.40	**.21**	.00
Complexity: Medium	457	6	.12	.06	**.20**	.00	.13-.27	.20-.20	**.21**	.00	.12	**.20**	.00	.13-.27	**.21**	.00
Complexity: Low	241	5	.17	.18	**.25**	.11	.02-.47	.11-.40	**.26**	.12	.18	**.26**	.10	.03-.48	**.27**	.11
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,993	22	.18	.11	**.28**	.00	.21-.35	.28-.28	**.29**	.00	.18	**.28**	.00	.21-.35	**.29**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,011	8	.13	.07	**.22**	.00	.14-.30	.22-.22	**.23**	.00	.12	**.20**	.00	.11-.29	**.21**	.00
Clerical Job: Yes	982	14	.24	.11	**.34**	.00	.26-.43	.34-.34	**.36**	.00	.24	**.35**	.00	.26-.43	**.36**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	117	2	.10	.08	**.20**	.00	-.01-.40	.20-.20	**.21**	.00	.10	**.20**	.00	-.01-.40	**.21**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	117	2	.10	.08	**.20**	.00	-.01-.40	.20-.20	**.21**	.00	.10	**.20**	.00	-.01-.40	**.21**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	117	2	.10	.08	**.20**	.00	-.01-.40	.20-.20	**.21**	.00	.10	**.20**	.00	-.01-.40	**.21**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	457	6	.12	.06	**.20**	.00	.13-.27	.20-.20	**.21**	.00	.12	**.20**	.00	.13-.27	**.21**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	457	6	.12	.06	**.20**	.00	.13-.27	.20-.20	**.21**	.00	.12	**.20**	.00	.13-.27	**.21**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	1093
Clerical Job: No	222	2	.08	.01	**.13**	.00	.10-.16	.13-.13	**.13**	.00		.08	**.13**	.00	.10-.16	**.13**	.00
Clerical Job: Yes	235	4	.17	.04	**.27**	.00	.21-.33	.27-.27	**.28**	.00		.17	**.27**	.00	.21-.33	**.28**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	241	5	.17	.18	**.25**	.11	.02-.47	.11-.40	**.26**	.12		.18	**.26**	.10	.03-.48	**.27**	.11
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	241	5	.17	.18	**.25**	.11	.02-.47	.11-.40	**.26**	.12		.17	**.25**	.11	.02-.47	**.26**	.12
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	167	2	.10	.17	**.14**	.19	-.21-.48	-.10-.38	**.15**	.20		.10	**.14**	.19	-.21-.48	**.15**	.20
Clerical Job: Yes	74	3	.35	.09	**.50**	.00	.35-.64	.50-.50	**.52**	.00		.35	**.50**	.00	.35-.64	**.52**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																	
All	1,508	4	-.06	.04	**-.09**	.00	-.14--.03	-.09--.09	**-.09**	.00		-.05	**-.07**	.00	-.14--.01	**-.08**	.00
Simple Moderator Analyses																	
Complexity: High	1,508	4	-.06	.04	**-.11**	.00	-.19--.04	-.11--.11	**-.12**	.00		-.05	**-.11**	.00	-.18--.03	**-.11**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Sample Type: Civilian	1,508	4	-.06	.04	**-.09**	.00	-.14--.03	-.09--.09	**-.09**	.00	-.05	**-.08**	.00	-.14--.01	**-.08**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	251	1	-.02	--	**-.03**	--	-.22-.16	-----	**-.03**	--	-.02	**-.03**	--	-.27-.21	**-.03**	--
Clerical Job: No	1,508	4	-.06	.04	**-.10**	.00	-.16--.03	-.10--.10	**-.10**	.00	-.05	**-.08**	.00	-.15--.01	**-.09**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,508	4	-.06	.04	**-.09**	.00	-.15--.03	-.09--.09	**-.09**	.00	-.05	**-.08**	.00	-.14--.01	**-.08**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	1,257	3	-.06	.04	**-.10**	.00	-.17--.03	-.10--.10	**-.10**	.00	-.06	**-.09**	.00	-.17--.01	**-.09**	.00
Simple Moderator Analyses																
Complexity: High	1,257	3	-.06	.04	**-.13**	.00	-.21--.04	-.13--.13	**-.13**	.00	-.06	**-.12**	.00	-.22--.03	**-.13**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.06	.04	**-.10**	.00	-.17--.03	-.10--.10	**-.10**	.00	-.06	**-.09**	.00	-.17--.01	**-.10**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.06	.04	**-.11**	.00	-.18--.04	-.11--.11	**-.11**	.00	-.06	**-.10**	.00	-.18--.01	**-.10**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.06	.04	**-.10**	.00	-.17--.03	-.10--.10	**-.11**	.00	-.06	**-.09**	.00	-.17--.01	**-.10**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	251	1	-.02	--	**-.03**	--	-.22-.16	-----	**-.03**	--	-.02	**-.03**	--	-.23-.17	**-.03**	--
Simple Moderator Analyses																
Complexity: High	251	1	-.02	--	**-.04**	--	-.28-.21	-----	**-.04**	--	-.02	**-.04**	--	-.28-.21	**-.04**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	251	1	-.02	--	**-.03**	--	-.22-.16	-----	**-.03**	--	-.02	**-.03**	--	-.22-.16	**-.03**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	251	1	-.02	--	**-.03**	--	-.22-.16	-----	**-.03**	--	-.02	**-.03**	--	-.27-.21	**-.03**	--
Clerical Job: No	251	1	-.02	--	**-.03**	--	-.24-.18	-----	**-.04**	--	-.02	**-.03**	--	-.26-.19	**-.04**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	251	1	-.02	--	**-.03**	--	-.22-.16	-----	**-.03**	--	-.02	**-.03**	--	-.23-.16	**-.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	321	1	.20	--	**.31**	--	.15-.46	-----	**.32**	--	.20	**.31**	--	.11-.49	**.32**	--
Simple Moderator Analyses																
Complexity: High	321	1	.20	--	**.38**	--	.19-.56	-----	**.40**	--	.20	**.38**	--	.19-.56	**.40**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	321	1	.20	--	**.31**	--	.15-.46	-----	**.32**	--	.20	**.31**	--	.13-.47	**.32**	--
Age: Below 40	321	1	.20	--	**.37**	--	.18-.54	-----	**.39**	--	.20	**.37**	--	.02-.66	**.39**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	321	1	.20	--	**.34**	--	.16-.50	-----	**.35**	--	.20	**.34**	--	.12-.53	**.35**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	321	1	.20	--	**.31**	--	.15-.47	-----	**.33**	--	.20	**.31**	--	.13-.49	**.33**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	321	1	.20	--	**.31**	--	.15-.46	-----	**.32**	--	.20	**.31**	--	.11-.49	**.32**	--
Simple Moderator Analyses																
Complexity: High	321	1	.20	--	**.38**	--	.19-.56	-----	**.40**	--	.20	**.38**	--	.19-.56	**.40**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	321	1	.20	--	**.31**	--	.15-.46	-----	**.32**	--	.20	**.31**	--	.13-.47	**.32**	--
Age: Below 40	321	1	.20	--	**.37**	--	.18-.54	-----	**.39**	--	.20	**.37**	--	.02-.66	**.39**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	321	1	.20	--	**.34**	--	.16-.50	-----	**.35**	--	.20	**.34**	--	.12-.53	**.35**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	321	1	.20	--	**.31**	--	.15-.47	-----	**.33**	--	.20	**.31**	--	.13-.49	**.33**	--

Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	--	-----	--	--

Table A135

Predictive Validity for Gc and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	816	1	-.09	--	**-.10**	--	-.18--.02	-----	**-.11**	--	-.09	**-.10**	--	-.25-.05	**-.11**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.09	--	**-.11**	--	-.19--.03	-----	**-.11**	--	-.09	**-.11**	--	-.25-.03	**-.11**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.09	--	**-.10**	--	-.18--.02	-----	**-.11**	--	-.09	**-.10**	--	-.24-.03	**-.11**	--
Age: Below 40	816	1	-.09	--	**-.13**	--	-.22--.03	-----	**-.13**	--	-.09	**-.13**	--	-.39-.15	**-.13**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.09	--	**-.11**	--	-.20--.03	-----	**-.12**	--	-.09	**-.11**	--	-.28-.05	**-.12**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.09	--	**-.10**	--	-.18--.02	-----	**-.11**	--	-.09	**-.10**	--	-.21-.01	**-.11**	--
Objective--Composite/Overall CWB Measures																
All	816	1	-.10	--	**-.11**	--	-.19--.04	-----	**-.12**	--	-.10	**-.11**	--	-.26-.04	**-.12**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.10	--	**-.12**	--	-.20--.04	-----	**-.13**	--	-.10	**-.12**	--	-.26-.02	**-.13**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.10	--	**-.11**	--	-.19--.04	-----	**-.12**	--	-.10	**-.11**	--	-.25-.02	**-.12**	--
Age: Below 40	816	1	-.10	--	**-.14**	--	-.23--.05	-----	**-.15**	--	-.10	**-.14**	--	-.40-.14	**-.15**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.10	--	**-.13**	--	-.21--.04	-----	**-.13**	--	-.10	**-.13**	--	-.29-.04	**-.13**	--

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.10	--	**-.11**	--	-.19--.04	-----	**-.12**	--	-.10	**-.11**	--	-.23-.00	**-.12**	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	816	1	-.10	--	**-.11**	--	-.19--.04	-----	**-.12**	--	-.10	**-.11**	--	-.26-.04	**-.12**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.10	--	**-.12**	--	-.20--.04	-----	**-.13**	--	-.10	**-.12**	--	-.26-.02	**-.13**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.10	--	**-.11**	--	-.19--.04	-----	**-.12**	--	-.10	**-.11**	--	-.25-.02	**-.12**	--
Age: Below 40	816	1	-.10	--	**-.14**	--	-.23--.05	-----	**-.15**	--	-.10	**-.14**	--	-.40-.14	**-.15**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.10	--	**-.13**	--	-.21--.04	-----	**-.13**	--	-.10	**-.13**	--	-.29-.04	**-.13**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.10	--	**-.11**	--	-.19--.04	-----	**-.12**	--	-.10	**-.11**	--	-.23-.00	**-.12**	--
Objective--CWB-I Measures																
All	816	1	-.04	--	**-.05**	--	-.12-.03	-----	**-.05**	--	-.04	**-.05**	--	-.19-.10	**-.05**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.04	--	**-.05**	--	-.13-.03	-----	**-.05**	--	-.04	**-.05**	--	-.19-.09	**-.05**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.04	--	**-.05**	--	-.12-.03	-----	**-.05**	--	-.04	**-.05**	--	-.18-.09	**-.05**	--
Age: Below 40	816	1	-.04	--	**-.06**	--	-.15-.04	-----	**-.06**	--	-.04	**-.06**	--	-.33-.22	**-.06**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.04	--	**-.05**	--	-.14-.04	-----	**-.05**	--	-.04	**-.05**	--	-.22-.12	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.04	--	**-.05**	--	-.12-.03	-----	**-.05**	--	-.04	**-.05**	--	-.16-.07	**-.05**	--
Objective--CWB-I Measures---Overall CWB-I																

All	816	1	-.04	--	**-.05**	--	-.12-.03	-----	**-.05**	--	-.04	**-.05**	--	-.19-.10	**-.05**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.04	--	**-.05**	--	-.13-.03	-----	**-.05**	--	-.04	**-.05**	--	-.19-.09	**-.05**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.04	--	**-.05**	--	-.12-.03	-----	**-.05**	--	-.04	**-.05**	--	-.18-.09	**-.05**	--
Age: Below 40	816	1	-.04	--	**-.06**	--	-.15-.04	-----	**-.06**	--	-.04	**-.06**	--	-.33-.22	**-.06**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.04	--	**-.05**	--	-.14-.04	-----	**-.05**	--	-.04	**-.05**	--	-.22-.12	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.04	--	**-.05**	--	-.12-.03	-----	**-.05**	--	-.04	**-.05**	--	-.16-.07	**-.05**	--
Objective--CWB-O Measures																
All	816	1	-.13	--	**-.15**	--	-.22--.07	-----	**-.15**	--	-.13	**-.15**	--	-.29-.00	**-.15**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.13	--	**-.16**	--	-.24--.08	-----	**-.16**	--	-.13	**-.16**	--	-.29--.02	**-.16**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.13	--	**-.15**	--	-.22--.07	-----	**-.15**	--	-.13	**-.15**	--	-.28--.01	**-.15**	--
Age: Below 40	816	1	-.13	--	**-.18**	--	-.27--.09	-----	**-.19**	--	-.13	**-.18**	--	-.44-.09	**-.19**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.13	--	**-.16**	--	-.25--.08	-----	**-.17**	--	-.13	**-.16**	--	-.32-.00	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.13	--	**-.15**	--	-.22--.07	-----	**-.15**	--	-.13	**-.15**	--	-.26--.03	**-.15**	--
Objective--CWB-O Measures---Overall CWB-O																
All	816	1	-.13	--	**-.15**	--	-.22--.07	-----	**-.15**	--	-.13	**-.15**	--	-.29-.00	**-.15**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	816	1	-.13	--	**-.16**	--	-.24--.08	-----	**-.16**	--	-.13	**-.16**	--	-.29--.02	**-.16**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	816	1	-.13	--	**-.15**	--	-.22--.07	-----	**-.15**	--	-.13	**-.15**	--	-.28--.01	**-.15**	--
Age: Below 40	816	1	-.13	--	**-.18**	--	-.27--.09	-----	**-.19**	--	-.13	**-.18**	--	-.44-.09	**-.19**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	816	1	-.13	--	**-.16**	--	-.25--.08	-----	**-.17**	--	-.13	**-.16**	--	-.32-.00	**-.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	816	1	-.13	--	**-.15**	--	-.22--.07	-----	**-.15**	--	-.13	**-.15**	--	-.26--.03	**-.15**	--
Subjective--Supervisor Ratings---All CWB Measures																
All	443	4	-.08	.09	**-.12**	.00	-.26-.02	-.12--.12	**-.13**	.00	-.08	**-.12**	.00	-.26-.02	**-.13**	.00
Simple Moderator Analyses																
Complexity: High	65	1	-.06	--	**-.12**	--	-.56-.36	-----	**-.13**	--	-.06	**-.12**	--	-.56-.36	**-.13**	--
Complexity: Medium	378	3	-.08	.11	**-.13**	.09	-.33-.07	-.25--.02	**-.14**	.09	-.08	**-.13**	.09	-.33-.07	**-.14**	.09
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	443	4	-.08	.09	**-.12**	.00	-.26-.02	-.12--.12	**-.13**	.00	-.08	**-.12**	.00	-.26-.02	**-.13**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	-.06	--	**-.10**	--	-.50-.31	-----	**-.11**	--	-.06	**-.10**	--	-.50-.31	**-.11**	--
Clerical Job: Yes	378	3	-.08	.11	**-.12**	.08	-.30-.06	-.22--.02	**-.13**	.09	-.08	**-.12**	.08	-.30-.06	**-.13**	.09
Context: Research	443	4	-.08	.09	**-.12**	.00	-.27-.02	-.12--.12	**-.13**	.00	-.08	**-.12**	.00	-.27-.02	**-.13**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																

All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	443	4	-.08	.09	**-.12**	.00	-.26-.02	-.12--.12	**-.13**	.00	-.08	**-.12**	.00	-.26-.02	**-.13**	.00
Simple Moderator Analyses																
Complexity: High	65	1	-.06	--	**-.12**	--	-.56-.36	-----	**-.13**	--	-.06	**-.12**	--	-.56-.36	**-.13**	--
Complexity: Medium	378	3	-.08	.11	**-.13**	.09	-.33-.07	-.25--.02	**-.14**	.09	-.08	**-.13**	.09	-.33-.07	**-.14**	.09
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	443	4	-.08	.09	**-.12**	.00	-.26-.02	-.12--.12	**-.13**	.00	-.08	**-.12**	.00	-.26-.02	**-.13**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	-.06	--	**-.10**	--	-.50-.31	-----	**-.11**	--	-.06	**-.10**	--	-.50-.31	**-.11**	--
Clerical Job: Yes	378	3	-.08	.11	**-.12**	.08	-.30-.06	-.22--.02	**-.13**	.09	-.08	**-.12**	.08	-.30-.06	**-.13**	.09
Context: Research	443	4	-.08	.09	**-.12**	.00	-.27-.02	-.12--.12	**-.13**	.00	-.08	**-.12**	.00	-.27-.02	**-.13**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	378	3	-.08	.11	**-.13**	.09	-.31-.06	-.24--.02	**-.13**	.09	-.08	**-.13**	.09	-.31-.06	**-.13**	.09
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	378	3	-.08	.11	**-.13**	.09	-.33-.07	-.25--.02	**-.14**	.09	-.08	**-.13**	.09	-.33-.07	**-.14**	.09
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	378	3	-.08	.11	**-.13**	.09	-.31-.06	-.24--.02	**-.13**	.09	-.08	**-.13**	.09	-.31-.06	**-.13**	.09
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	378	3	-.08	.11	**-.12**	.08	-.30-.06	-.22--.02	**-.13**	.09	-.08	**-.12**	.08	-.30-.06	**-.13**	.09
Context: Research	378	3	-.08	.11	**-.13**	.06	-.32-.06	-.20--.05	**-.14**	.06	-.08	**-.13**	.06	-.32-.06	**-.14**	.06
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																

All	65	1	-.06	--	**-.09**	--	-.46-.28	-----	**-.10**	--	-.06	**-.09**	--	-.46-.28	**-.10**	--
Simple Moderator Analyses																
Complexity: High	65	1	-.06	--	**-.12**	--	-.56-.36	-----	**-.13**	--	-.06	**-.12**	--	-.56-.36	**-.13**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	65	1	-.06	--	**-.09**	--	-.46-.28	-----	**-.10**	--	-.06	**-.09**	--	-.46-.28	**-.10**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	65	1	-.06	--	**-.10**	--	-.50-.31	-----	**-.11**	--	-.06	**-.10**	--	-.50-.31	**-.11**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	65	1	-.06	--	**-.09**	--	-.47-.29	-----	**-.10**	--	-.06	**-.09**	--	-.47-.29	**-.10**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB Measures																
All	487	1	.12	--	**.16**	--	.04-.28	-----	**.17**	--	.12	**.16**	--	-.02-.34	**.17**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	487	1	.12	--	**.16**	--	.04-.28	-----	**.17**	--	.12	**.16**	--	.00-.32	**.17**	--
Age: Below 40	487	1	.12	--	**.20**	--	.05-.34	-----	**.20**	--	.12	**.20**	--	-.14-.50	**.21**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	487	1	.12	--	**.18**	--	.04-.31	-----	**.18**	--	.12	**.18**	--	-.03-.37	**.18**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	487	1	.12	--	**.16**	--	.04-.28	-----	**.17**	--	.12	**.16**	--	-.01-.33	**.17**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures																

All	487	1	.05	--	**.07**	--	-.05-.19	-----	**.07**	--	.05	**.07**	--	-.11-.25	**.07**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	487	1	.05	--	**.07**	--	-.05-.19	-----	**.07**	--	.05	**.07**	--	-.10-.23	**.07**	--
Age: Below 40	487	1	.05	--	**.09**	--	-.07-.24	-----	**.09**	--	.05	**.09**	--	-.25-.41	**.09**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	487	1	.05	--	**.08**	--	-.06-.21	-----	**.08**	--	.05	**.08**	--	-.13-.28	**.08**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	487	1	.05	--	**.07**	--	-.05-.19	-----	**.07**	--	.05	**.07**	--	-.11-.25	**.07**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB-I Measures																
All	488	1	.18	--	**.25**	--	.13-.37	-----	**.26**	--	.18	**.25**	--	.07-.43	**.26**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	488	1	.18	--	**.25**	--	.13-.37	-----	**.26**	--	.18	**.25**	--	.09-.41	**.26**	--
Age: Below 40	488	1	.18	--	**.31**	--	.16-.44	-----	**.32**	--	.18	**.31**	--	-.02-.59	**.32**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	488	1	.18	--	**.28**	--	.15-.40	-----	**.29**	--	.18	**.28**	--	.08-.46	**.29**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	488	1	.18	--	**.26**	--	.13-.37	-----	**.27**	--	.18	**.26**	--	.08-.42	**.27**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-I (Approach) Measures																

																	1104
All	488	1	.18	--	**.25**	--	.13-.37	-----	**.27**	--		.18	**.25**	--	.07-.43	**.27**	--
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	488	1	.18	--	**.25**	--	.13-.37	-----	**.27**	--		.18	**.25**	--	.09-.41	**.27**	--
Age: Below 40	488	1	.18	--	**.31**	--	.16-.44	-----	**.32**	--		.18	**.31**	--	-.02-.60	**.32**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	488	1	.18	--	**.28**	--	.15-.40	-----	**.29**	--		.18	**.28**	--	.08-.47	**.29**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	488	1	.18	--	**.26**	--	.14-.38	-----	**.27**	--		.18	**.26**	--	.08-.42	**.27**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Self Ratings---All CWB-O Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Overall) Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Approach) Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Table A136

Predictive Validity for Gc and OCB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	1,808	12	.05	.06	**.08**	.00	.02-.13	.08-.08	**.08**	.00	.05	**.09**	.00	.03-.14	**.09**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.08	.02	**.16**	.00	.10-.22	.16-.16	**.16**	.00	.08	**.16**	.00	.10-.22	**.16**	.00
Complexity: Medium	987	8	.08	.05	**.12**	.00	.07-.18	.12-.12	**.13**	.00	.08	**.12**	.00	.07-.18	**.13**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	-.03	--	**-.08**	--	-.38-.23	-----	**-.09**	--	-.03	**-.08**	--	-.38-.23	**-.09**	--
Sample Type: Civilian	1,501	11	.06	.05	**.10**	.00	.05-.14	.10-.10	**.10**	.00	.06	**.10**	.00	.06-.14	**.11**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,375	8	.04	.05	**.07**	.00	.00-.13	.07-.07	**.07**	.00	.04	**.08**	.00	.02-.15	**.09**	.00
Clerical Job: Yes	433	4	.08	.07	**.11**	.00	.00-.22	.11-.11	**.12**	.00	.08	**.11**	.00	.00-.22	**.12**	.00
Context: Research	1,446	10	.05	.03	**.09**	.00	.06-.12	.09-.09	**.09**	.00	.06	**.09**	.00	.06-.12	**.10**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	1,199	7	.04	.05	**.06**	.00	.00-.13	.06-.06	**.07**	.00	.04	**.07**	.00	.00-.13	**.07**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.06	.06	**.13**	.00	-.04-.29	.13-.13	**.14**	.00	.06	**.13**	.00	-.04-.29	**.14**	.00
Complexity: Medium	378	3	.05	.05	**.09**	.00	.00-.17	.09-.09	**.09**	.00	.05	**.09**	.00	.00-.17	**.09**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	-.03	--	**-.08**	--	-.38-.23	-----	**-.09**	--	-.03	**-.08**	--	-.38-.23	**-.09**	--
Sample Type: Civilian	892	6	.06	.03	**.09**	.00	.05-.13	.09-.09	**.10**	.00	.06	**.09**	.00	.05-.13	**.10**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	821	4	.03	.06	**.06**	.00	-.05-.17	.06-.06	**.06**	.00	.03	**.06**	.00	-.06-.17	**.06**	.00
Clerical Job: Yes	378	3	.05	.05	**.08**	.00	.00-.15	.08-.08	**.08**	.00	.05	**.08**	.00	.00-.15	**.08**	.00
Context: Research	892	6	.06	.03	**.09**	.00	.05-.14	.09-.09	**.10**	.00	.06	**.09**	.00	.05-.14	**.10**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	821	4	.03	.07	**.06**	.00	-.06-.19	.06-.06	**.07**	.00	.04	**.07**	.00	-.07-.20	**.07**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.09	.10	**.19**	.00	-.09-.44	.19-.19	**.19**	.00	.09	**.19**	.00	-.09-.44	**.19**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	-.03	--	**-.08**	--	-.38-.23	-----	**-.09**	--	-.03	**-.08**	--	-.38-.23	**-.09**	--
Sample Type: Civilian	514	3	.07	.05	**.11**	.00	.03-.19	.11-.11	**.12**	.00	.07	**.12**	.00	.02-.21	**.12**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	821	4	.03	.07	**.07**	.00	-.06-.20	.07-.07	**.07**	.00	.04	**.07**	.00	-.07-.21	**.08**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	514	3	.07	.05	**.11**	.00	.03-.20	.11-.11	**.12**	.00	.08	**.12**	.00	.02-.21	**.12**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	71	1	.05	--	**.08**	--	-.28-.43	-----	**.08**	--	.05	**.08**	--	-.28-.43	**.08**	--
Simple Moderator Analyses																
Complexity: High	71	1	.05	--	**.10**	--	-.36-.53	-----	**.11**	--	.05	**.10**	--	-.36-.53	**.11**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	71	1	.05	--	**.08**	--	-.28-.43	-----	**.08**	--	.05	**.08**	--	-.28-.43	**.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	71	1	.05	--	**.09**	--	-.31-.47	-----	**.09**	--	.05	**.09**	--	-.31-.47	**.09**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	71	1	.05	--	**.08**	--	-.29-.44	-----	**.08**	--	.05	**.08**	--	-.29-.44	**.08**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	1,501	11	.05	.07	**.08**	.00	.01-.14	.08-.08	**.08**	.00	.06	**.09**	.00	.02-.16	**.09**	.00
Simple Moderator Analyses																
Complexity: High	136	2	.07	.14	**.14**	.10	-.23-.48	.01-.27	**.15**	.11	.07	**.14**	.10	-.23-.48	**.15**	.11
Complexity: Medium	987	8	.08	.06	**.12**	.00	.06-.19	.12-.12	**.13**	.00	.08	**.12**	.00	.06-.19	**.13**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,501	11	.05	.07	**.08**	.00	.01-.14	.08-.08	**.08**	.00	.05	**.08**	.00	.02-.15	**.09**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,068	7	.04	.07	**.07**	.00	-.02-.15	.07-.07	**.07**	.00	.05	**.08**	.00	.00-.17	**.09**	.00
Clerical Job: Yes	433	4	.08	.09	**.11**	.00	-.01-.23	.11-.11	**.12**	.00	.08	**.11**	.00	-.01-.23	**.12**	.00
Context: Research	1,446	10	.04	.06	**.07**	.00	.00-.13	.07-.07	**.07**	.00	.05	**.08**	.00	.02-.14	**.08**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	89	2	.08	.07	**.12**	.00	-.03-.28	.12-.12	**.13**	.00	.08	**.12**	.00	-.03-.28	**.13**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	89	2	.08	.07	**.13**	.00	-.04-.30	.13-.13	**.14**	.00	.08	**.13**	.00	-.04-.30	**.14**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	89	2	.08	.07	**.12**	.00	-.03-.28	.12-.12	**.13**	.00	.08	**.12**	.00	-.03-.28	**.13**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	89	2	.08	.07	**.14**	.00	-.04-.31	.14-.14	**.14**	.00	.08	**.14**	.00	-.04-.31	**.14**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	89	2	.08	.07	**.13**	.00	-.04-.29	.13-.13	**.13**	.00	.08	**.13**	.00	-.04-.29	**.13**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	433	2	.01	.13	**.01**	.17	-.26-.28	-.21-.22	**.01**	.18	.02	**.04**	.20	-.29-.36	**.04**	.21
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	55	1	.24	--	**.39**	--	-.02-.74	-----	**.41**	--	.24	**.39**	--	-.02-.74	**.41**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	433	2	.01	.13	**.01**	.17	-.26-.28	-.21-.22	**.01**	.18	.02	**.03**	.19	-.28-.33	**.03**	.19
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	378	1	-.03	--	**-.05**	--	-.22-.12	-----	**-.05**	--	-.03	**-.05**	--	-.28-.18	**-.05**	--
Clerical Job: Yes	55	1	.24	--	**.35**	--	-.02-.70	-----	**.37**	--	.24	**.35**	--	-.02-.70	**.37**	--
Context: Research	378	1	-.03	--	**-.05**	--	-.20-.11	-----	**-.05**	--	-.03	**-.05**	--	-.24-.15	**-.05**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	1,257	3	-.03	.07	**-.05**	.07	-.16-.07	-.13-.04	**-.05**	.07	-.01	**-.02**	.07	-.16-.12	**-.02**	.07
Simple Moderator Analyses																
Complexity: High	1,257	3	-.03	.07	**-.06**	.09	-.21-.09	-.17-.05	**-.06**	.09	-.02	**-.05**	.10	-.22-.12	**-.05**	.10
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.03	.07	**-.05**	.07	-.16-.07	-.13-.04	**-.05**	.07	-.02	**-.03**	.08	-.17-.11	**-.03**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.03	.07	**-.05**	.07	-.18-.08	-.14-.04	**-.05**	.08	-.01	**-.02**	.08	-.18-.14	**-.02**	.08
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.03	.07	**-.05**	.06	-.17-.07	-.13-.04	**-.05**	.07	-.01	**-.02**	.08	-.17-.12	**-.02**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	1,257	3	-.03	.07	**-.05**	.07	-.17-.07	-.14-.03	**-.05**	.07	-.02	**-.02**	.07	-.17-.12	**-.02**	.07
Simple Moderator Analyses																
Complexity: High	1,257	3	-.03	.07	**-.07**	.08	-.21-.08	-.17-.04	**-.07**	.09	-.03	**-.05**	.09	-.22-.12	**-.05**	.10
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.03	.07	**-.05**	.07	-.17-.07	-.14-.03	**-.05**	.07	-.02	**-.03**	.07	-.17-.11	**-.03**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.03	.07	**-.06**	.07	-.18-.07	-.15-.03	**-.06**	.07	-.02	**-.03**	.07	-.18-.13	**-.03**	.08
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.03	.07	**-.05**	.06	-.17-.07	-.13-.03	**-.05**	.06	-.02	**-.03**	.07	-.17-.12	**-.03**	.08
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	1,257	3	-.01	.07	**-.01**	.07	-.13-.11	-.11-.08	**-.01**	.08	.01	**.02**	.08	-.13-.16	**.02**	.08
Simple Moderator Analyses																
Complexity: High	1,257	3	-.01	.07	**-.02**	.10	-.17-.14	-.14-.11	**-.02**	.10	.00	**.00**	.11	-.18-.17	**.00**	.11
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.01	.07	**-.01**	.07	-.13-.11	-.11-.08	**-.01**	.08	.00	**.01**	.08	-.14-.15	**.01**	.09
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.01	.07	**-.01**	.08	-.15-.12	-.12-.09	**-.02**	.09	.01	**.02**	.08	-.15-.18	**.02**	.09
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.01	.07	**-.01**	.07	-.14-.11	-.11-.08	**-.01**	.08	.01	**.01**	.08	-.14-.16	**.01**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	1,257	3	-.06	.07	**-.10**	.06	-.22-.02	-.17--.02	**-.10**	.06	-.05	**-.08**	.06	-.22-.06	**-.08**	.06
Simple Moderator Analyses																
Complexity: High	1,257	3	-.06	.07	**-.13**	.07	-.27-.02	-.22--.04	**-.13**	.07	-.06	**-.12**	.08	-.29-.05	**-.13**	.09
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.06	.07	**-.10**	.06	-.22-.02	-.17--.02	**-.10**	.06	-.05	**-.08**	.07	-.22-.05	**-.09**	.07
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.06	.07	**-.11**	.05	-.24-.02	-.17--.04	**-.11**	.05	-.05	**-.09**	.05	-.24-.07	**-.09**	.06
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.06	.07	**-.10**	.03	-.22-.02	-.14--.06	**-.11**	.03	-.05	**-.08**	.05	-.22-.06	**-.09**	.05
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	1,257	3	-.02	.07	**-.04**	.08	-.16-.09	-.14-.07	**-.04**	.09	-.01	**-.01**	.09	-.16-.15	**-.01**	.09
Simple Moderator Analyses																
Complexity: High	1,257	3	-.02	.07	**-.05**	.10	-.21-.12	-.18-.09	**-.05**	.11	-.02	**-.04**	.12	-.22-.15	**-.04**	.12
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.02	.07	**-.04**	.08	-.16-.09	-.14-.07	**-.04**	.09	-.01	**-.02**	.09	-.17-.13	**-.02**	.10
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.02	.07	**-.04**	.09	-.18-.10	-.15-.07	**-.04**	.09	-.01	**-.01**	.10	-.18-.16	**-.01**	.10
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.02	.07	**-.04**	.08	-.17-.09	-.14-.06	**-.04**	.08	-.01	**-.01**	.09	-.17-.14	**-.01**	.10

Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	1,257	3	-.02	.07	**-.03**	.08	-.15-.10	-.12-.07	**-.03**	.08	-.01	**-.01**	.07	-.15-.13	**-.01**	.07
Simple Moderator Analyses																
Complexity: High	1,257	3	-.02	.07	**-.03**	.10	-.19-.12	-.16-.09	**-.03**	.10	-.02	**-.03**	.10	-.20-.14	**-.03**	.11
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,257	3	-.02	.07	**-.03**	.08	-.15-.10	-.12-.07	**-.03**	.08	-.01	**-.02**	.08	-.15-.12	**-.02**	.08
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,257	3	-.02	.07	**-.03**	.08	-.16-.11	-.14-.08	**-.03**	.09	-.01	**-.01**	.07	-.17-.14	**-.01**	.07
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,257	3	-.02	.07	**-.03**	.08	-.15-.10	-.12-.07	**-.03**	.08	-.01	**-.01**	.07	-.15-.13	**-.01**	.08
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	1,257	3	.08	.09	**.12**	.11	-.04-.27	-.02-.25	**.12**	.11	.10	**.16**	.12	-.03-.35	**.17**	.12
Simple Moderator Analyses																
Complexity: High	1,257	3	.08	.09	**.15**	.13	-.05-.34	-.02-.32	**.16**	.14	.09	**.17**	.14	-.05-.39	**.18**	.15
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,257	3	.08	.09	**.12**	.11	-.04-.27	-.02-.25	**.12**	.11	.10	**.15**	.12	-.04-.33	**.16**	.12
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,257	3	.08	.09	**.13**	.11	-.04-.30	-.01-.27	**.14**	.11	.10	**.18**	.11	-.04-.38	**.18**	.12
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,257	3	.08	.09	**.12**	.09	-.04-.28	.01-.23	**.13**	.09	.10	**.16**	.09	-.04-.35	**.17**	.10
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	1,257	3	.01	.11	**.02**	.14	-.17-.20	-.17-.20	**.02**	.15	.04	**.06**	.17	-.17-.28	**.06**	.18
Simple Moderator Analyses																

Complexity: High	1,257	3	.01	.11	**.02**	.19	-.22-.25	-.22-.26	**.02**	.20	.02	**.04**	.21	-.23-.30	**.04**	.22
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,257	3	.01	.11	**.02**	.14	-.17-.20	-.17-.20	**.02**	.15	.03	**.05**	.17	-.17-.26	**.05**	.18
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,257	3	.01	.11	**.02**	.16	-.19-.22	-.19-.22	**.02**	.17	.04	**.06**	.18	-.19-.31	**.07**	.19
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,257	3	.01	.11	**.02**	.15	-.17-.20	-.17-.20	**.02**	.15	.03	**.05**	.17	-.17-.28	**.06**	.18
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	1,257	3	-.04	.09	**-.06**	.11	-.21-.09	-.20-.08	**-.06**	.11	-.02	**-.03**	.12	-.21-.15	**-.03**	.13
Simple Moderator Analyses																
Complexity: High	1,257	3	-.04	.09	**-.08**	.14	-.27-.12	-.25-.10	**-.08**	.14	-.03	**-.06**	.15	-.28-.16	**-.07**	.16
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,257	3	-.04	.09	**-.06**	.11	-.21-.09	-.20-.08	**-.06**	.11	-.02	**-.04**	.12	-.21-.14	**-.04**	.13
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,257	3	-.04	.09	**-.07**	.12	-.23-.10	-.21-.08	**-.07**	.12	-.02	**-.03**	.13	-.23-.17	**-.03**	.14
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	1,257	3	-.04	.09	**-.06**	.10	-.21-.09	-.19-.07	**-.06**	.11	-.02	**-.03**	.12	-.22-.15	**-.03**	.13
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	1,257	3	-.16	.01	**-.25**	.00	-.27--.22	-.25--.25	**-.26**	.00	-.16	**-.25**	.00	-.27--.23	**-.26**	.00
Simple Moderator Analyses																
Complexity: High	1,257	3	-.16	.01	**-.31**	.00	-.34--.29	-.31--.31	**-.33**	.00	-.16	**-.32**	.00	-.34--.29	**-.33**	.00
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.16	.01	**-.25**	.00	-.27--.22	-.25--.25	**-.26**	.00	-.16	**-.25**	.00	-.27--.23	**-.26**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.16	.01	**-.27**	.00	-.29--.25	-.27--.27	**-.28**	.00	-.16	**-.28**	.00	-.30--.25	**-.29**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.16	.01	**-.25**	.00	-.27--.23	-.25--.25	**-.26**	.00	-.16	**-.25**	.00	-.27--.23	**-.27**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	1,257	3	-.06	.03	**-.09**	.00	-.15--.03	-.09--.09	**-.09**	.00	-.05	**-.07**	.00	-.14-.00	**-.08**	.00
Simple Moderator Analyses																
Complexity: High	1,257	3	-.06	.03	**-.11**	.00	-.19--.04	-.11--.11	**-.12**	.00	-.05	**-.10**	.00	-.19--.02	**-.11**	.00
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,257	3	-.06	.03	**-.09**	.00	-.15--.03	-.09--.09	**-.09**	.00	-.05	**-.08**	.00	-.14--.01	**-.08**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,257	3	-.06	.03	**-.10**	.00	-.16--.03	-.10--.10	**-.10**	.00	-.05	**-.08**	.00	-.16-.00	**-.08**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,257	3	-.06	.03	**-.09**	.00	-.15--.03	-.09--.09	**-.09**	.00	-.05	**-.07**	.00	-.15-.00	**-.08**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A137

Predictive Validity for Gc and Performance Outcomes

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	100	1	-.19	--	**-.23**	--	-.45-.00	-----	**-.24**	--	-.19	**-.23**	--	-.45-.00	**-.24**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Age: Below 40	100	1	-.19	--	**-.26**	--	-.50-.00	-----	**-.28**	--	-.19	**-.26**	--	-.50-.00	**-.28**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	100	1	-.19	--	**-.24**	--	-.46-.00	-----	**-.25**	--	-.19	**-.24**	--	-.46-.00	**-.25**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures																
All	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	100	1	-.19	--	**-.23**	--	-.45-.00	-----	**-.24**	--	-.19	**-.23**	--	-.45-.00	**-.24**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Age: Below 40	100	1	-.19	--	**-.26**	--	-.50-.00	-----	**-.28**	--	-.19	**-.26**	--	-.50-.00	**-.28**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	100	1	-.19	--	**-.24**	--	-.46-.00	-----	**-.25**	--	-.19	**-.24**	--	-.46-.00	**-.25**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	100	1	-.19	--	**-.23**	--	-.45-.00	-----	**-.24**	--	-.19	**-.23**	--	-.45-.00	**-.24**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Age: Below 40	100	1	-.19	--	**-.26**	--	-.50-.00	-----	**-.28**	--	-.19	**-.26**	--	-.50-.00	**-.28**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	100	1	-.19	--	**-.24**	--	-.46-.00	-----	**-.25**	--	-.19	**-.24**	--	-.46-.00	**-.25**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	100	1	-.19	--	**-.22**	--	-.42-.00	-----	**-.23**	--	-.19	**-.22**	--	-.42-.00	**-.23**	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																

																1117
All	487	1	.05	--	.07	--	-.05-.19	-----	.07	--	.05	.07	--	-.11-.25	.07	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	487	1	.05	--	.07	--	-.05-.19	-----	.07	--	.05	.07	--	-.10-.23	.07	--
Age: Below 40	487	1	.05	--	.09	--	-.07-.23	-----	.09	--	.05	.09	--	-.25-.41	.09	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	487	1	.05	--	.08	--	-.06-.21	-----	.08	--	.05	.08	--	-.13-.28	.08	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	487	1	.05	--	.07	--	-.05-.19	-----	.07	--	.05	.07	--	-.10-.24	.07	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A138

Predictive Validity for Gc and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.26-.27	.01	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.14-.15	.01	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.26-.27	.01	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.20-.21	.01	--
Objective--Accidents---Culpable																
All	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.26-.27	.01	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.14-.15	.01	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.26-.27	.01	--

Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.20-.21	.01	--
Objective--Accidents---Culpable----Frequency																
All	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.26-.27	.01	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.14-.15	.01	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.26-.27	.01	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	3,349	1	.00	--	.01	--	-.06-.07	-----	.01	--	.00	.01	--	-.20-.21	.01	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A139

Predictive Validity for Gc and Potential

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	612	4	.17	.12	**.26**	.11	.08-.44	.13-.40	**.28**	.11	.17	**.26**	.10	.08-.44	**.27**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	612	4	.17	.12	**.26**	.11	.08-.44	.13-.40	**.28**	.11	.17	**.26**	.11	.08-.44	**.28**	.11
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	612	4	.17	.12	**.25**	.10	.08-.42	.12-.38	**.26**	.11	.17	**.25**	.10	.08-.42	**.26**	.10
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	314	2	.27	.03	**.41**	.00	.35-.47	.41-.41	**.43**	.00	.27	**.41**	.00	.35-.47	**.43**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	314	2	.27	.03	**.41**	.00	.35-.47	.41-.41	**.43**	.00	.27	**.41**	.00	.35-.47	**.43**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Clerical Job: Yes	314	2	.27	.03	**.39**	.00	.33-.45	.39-.39	**.41**	.00	.27	**.39**	.00	.33-.45	**.41**	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	298	2	.07	.01	**.10**	.00	.08-.13	.10-.10	**.11**	.00	.07	**.10**	.00	.08-.13	**.11**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	298	2	.07	.01	**.10**	.00	.08-.13	.10-.10	**.11**	.00	.07	**.10**	.00	.08-.13	**.11**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	298	2	.07	.01	**.10**	.00	.08-.12	.10-.10	**.10**	.00	.07	**.10**	.00	.07-.12	**.10**	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A140

Predictive Validity for Gc and Absences/Tardiness

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	65	1	-.24	--	-.37	--	-.69--.01	-----	-.39	--	-.24	-.37	--	-.69--.01	-.39	--
Simple Moderator Analyses																
Complexity: High	65	1	-.24	--	-.46	--	-.78--.02	-----	-.48	--	-.24	-.46	--	-.78--.02	-.48	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	65	1	-.24	--	-.37	--	-.69--.01	-----	-.39	--	-.24	-.37	--	-.69--.01	-.39	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	65	1	-.24	--	-.40	--	-.73--.02	-----	-.42	--	-.24	-.40	--	-.73--.02	-.42	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	65	1	-.24	--	-.37	--	-.70--.01	-----	-.39	--	-.24	-.37	--	-.70--.01	-.39	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	65	1	-.24	--	-.37	--	-.69--.01	-----	-.39	--	-.24	-.37	--	-.69--.01	-.39	--
Simple Moderator Analyses																
Complexity: High	65	1	-.24	--	-.46	--	-.78--.02	-----	-.48	--	-.24	-.46	--	-.78--.02	-.48	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	65	1	-.24	--	-.37	--	-.69--.01	-----	-.39	--	-.24	-.37	--	-.69--.01	-.39	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	65	1	-.24	--	-.40	--	-.73--.02	-----	-.42	--	-.24	-.40	--	-.73--.02	-.42	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	65	1	-.24	--	-.37	--	-.70--.01	-----	-.39	--	-.24	-.37	--	-.70--.01	-.39	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A141

Predictive Validity for Gc and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A142

Predictive Validity for Gc and Miscellaneous Other

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	-.13	--	-.35	--	-.53--.13	-----	-.36	--	-.13	-.35	--	-.61-.00	-.36	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	519	1	-.13	--	-.35	--	-.53--.13	-----	-.36	--	-.13	-.35	--	-.53--.13	-.36	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	519	1	-.13	--	-.35	--	-.53--.13	-----	-.36	--	-.13	-.35	--	-.62-.01	-.36	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	63	4	.18	.28	.27	.10	-.15-.66	.14-.40	.28	.11	.18	.27	.10	-.15-.66	.28	.11
Simple Moderator Analyses																
Complexity: High	63	4	.18	.28	.34	.11	-.19-.75	.20-.48	.36	.11	.18	.34	.11	-.19-.75	.36	.11
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	63	4	.18	.28	.27	.10	-.15-.66	.14-.40	.28	.11	.18	.27	.10	-.15-.66	.28	.11
Age: Below 40	63	4	.18	.28	.33	.10	-.19-.73	.19-.46	.34	.11	.18	.33	.10	-.19-.73	.34	.11

Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	63	4	.18	.28	.29	.05	-.17-.69	.23-.36	.31	.05	.18	.29	.05	-.17-.69	.31	.05
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	63	4	.18	.28	.27	.00	-.15-.66	.27-.27	.29	.00	.18	.27	.00	-.15-.66	.29	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	63	4	.18	.28	.27	.10	-.15-.66	.14-.40	.28	.11	.18	.27	.10	-.15-.66	.28	.11
Simple Moderator Analyses																
Complexity: High	63	4	.18	.28	.34	.11	-.19-.75	.20-.48	.36	.11	.18	.34	.11	-.19-.75	.36	.11
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	63	4	.18	.28	.27	.10	-.15-.66	.14-.40	.28	.11	.18	.27	.10	-.15-.66	.28	.11
Age: Below 40	63	4	.18	.28	.33	.10	-.19-.73	.19-.46	.34	.11	.18	.33	.10	-.19-.73	.34	.11
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	63	4	.18	.28	.29	.05	-.17-.69	.23-.36	.31	.05	.18	.29	.05	-.17-.69	.31	.05
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	63	4	.18	.28	.27	.00	-.15-.66	.27-.27	.29	.00	.18	.27	.00	-.15-.66	.29	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	123	1	.11	--	.17	--	-.10-.44	-----	.18	--	.11	.17	--	-.10-.44	.18	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	123	1	.11	--	.17	--	-.10-.44	-----	.18	--	.11	.17	--	-.10-.44	.18	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

																	1127
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Clerical Job: No	123	1	.11	--	.19	--	-.11-.47	-----	.20	--	.11	.19	--	-.11-.47	.20	--	
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Context: Research	123	1	.11	--	.18	--	-.10-.44	-----	.18	--	.11	.18	--	-.10-.44	.18	--	

Table A143

Predictive Validity of Gkn and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A144

Predictive Validity for Gkn and Task Performance

Criterion	*N*	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	1,474	4	.64	.07	**.92**	.00	.88-.95	.92-.92	**.99**	.00	.64	**.92**	.00	.88-.95	**.99**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,106	3	.63	.08	**.91**	.00	.85-.95	.91-.91	**.98**	.00	.63	**.91**	.00	.85-.95	**.98**	.00
Complexity: Low	368	1	.68	--	**.93**	--	.91-.96	-----	**1.01**	--	.68	**.94**	--	.87-.98	**1.01**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,474	4	.64	.07	**.92**	.00	.88-.95	.92-.92	**.99**	.00	.64	**.92**	.00	.88-.95	**.99**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	1,474	4	.64	.07	**.92**	.00	.88-.95	.92-.92	**.99**	.00	.65	**.92**	.00	.88-.95	**.99**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,094	3	.62	.06	**.90**	.00	.86-.93	.90-.90	**.97**	.00	.62	**.90**	.00	.86-.93	**.97**	.00
Clerical Job: Yes	380	1	.72	--	**.95**	--	.93-.97	-----	**1.03**	--	.72	**.95**	--	.92-.98	**1.03**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,106	3	.63	.08	**.91**	.00	.85-.95	.91-.91	**.98**	.00	.63	**.91**	.00	.85-.95	**.98**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,106	3	.63	.08	**.91**	.00	.85-.95	.91-.91	**.98**	.00	.63	**.91**	.00	.85-.95	**.98**	.00
Age: Below 40	1,106	3	.63	.08	**.91**	.00	.85-.95	.91-.91	**.98**	.00	.63	**.91**	.00	.85-.95	**.98**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	726	2	.59	.01	**.88**	.00	.87-.89	.88-.88	**.95**	.00	.59	**.88**	.00	.87-.89	**.95**	.00
Clerical Job: Yes	380	1	.72	--	**.95**	--	.93-.97	-----	**1.03**	--	.72	**.95**	--	.93-.97	**1.03**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	368	1	.68	--	**.93**	--	.91-.96	-----	**1.01**	--	.68	**.94**	--	.87-.98	**1.01**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	368	1	.68	--	**.93**	--	.91-.96	-----	**1.01**	--	.68	**.93**	--	.90-.96	**1.01**	--
Age: Below 40	368	1	.68	--	**.93**	--	.91-.96	-----	**1.01**	--	.68	**.93**	--	.91-.96	**1.01**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	368	1	.68	--	**.93**	--	.91-.96	-----	**1.01**	--	.68	**.93**	--	.90-.96	**1.01**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	1,038	2	.24	.08	**.53**	.00	.31-.70	.53-.53	**.58**	.00	.24	**.53**	.00	.31-.70	**.57**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.17-.62	**.46**	--
Complexity: Low	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.26-.84	**.67**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.24-.58	**.46**	--
Sample Type: Civilian	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.43-.76	**.67**	--
Age: Below 40	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.27-.83	**.67**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,038	2	.24	.08	**.53**	.00	.31-.70	.53-.53	**.58**	.00	.24	**.53**	.00	.31-.70	**.57**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.46-.74	**.67**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.17-.62	**.46**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.24-.58	**.46**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--		.18	**.43**	--	.24-.58	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.26-.84	**.67**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.32-.81	**.67**	--
Age: Below 40	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.34-.80	**.67**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.33-.81	**.67**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.49-.73	**.67**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																	
All	1,038	2	.24	.08	**.53**	.00	.31-.70	.53-.53	**.58**	.00		.24	**.53**	.00	.31-.70	**.57**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--		.18	**.43**	--	.17-.62	**.46**	--
Complexity: Low	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.26-.84	**.67**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--		.18	**.43**	--	.24-.58	**.46**	--
Sample Type: Civilian	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.43-.76	**.67**	--
Age: Below 40	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.27-.83	**.67**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,038	2	.24	.08	**.53**	.00	.31-.70	.53-.53	**.58**	.00		.24	**.53**	.00	.31-.70	**.57**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--		.29	**.62**	--	.46-.74	**.67**	--
Hierarchical Moderator Analysis																	

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.17-.62	**.46**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.24-.58	**.46**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.24-.58	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.26-.84	**.67**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.32-.81	**.67**	--
Age: Below 40	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.34-.80	**.67**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.33-.81	**.67**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	529	1	.29	--	**.62**	--	.49-.73	-----	**.67**	--	.29	**.62**	--	.49-.73	**.67**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A145

Predictive Validity for Gkn and Overall Performance

Criterion	N	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	3,297	10	.25	.06	**.55**	.00	.48-.61	.55-.55	**.59**	.00	.25	**.56**	.00	.49-.62	**.60**	.00
Simple Moderator Analyses																
Complexity: High	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.21	**.49**	.00	.42-.56	**.53**	.00
Complexity: Medium	1,662	5	.26	.08	**.57**	.00	.44-.68	.57-.57	**.62**	.00	.27	**.58**	.00	.46-.68	**.63**	.00
Complexity: Low	897	2	.25	.07	**.56**	.00	.37-.70	.56-.56	**.60**	.00	.26	**.58**	.00	.39-.72	**.62**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,983	5	.27	.08	**.59**	.00	.47-.69	.59-.59	**.63**	.00	.27	**.59**	.00	.47-.69	**.63**	.00
Sample Type: Civilian	1,314	5	.21	.02	**.49**	.00	.45-.53	.49-.49	**.53**	.00	.22	**.50**	.00	.45-.54	**.54**	.00
Age: Below 40	2,003	5	.28	.07	**.60**	.00	.50-.68	.60-.60	**.65**	.00	.28	**.61**	.00	.51-.69	**.66**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,917	9	.24	.06	**.53**	.00	.46-.60	.53-.53	**.58**	.00	.24	**.54**	.00	.47-.61	**.59**	.00
Clerical Job: Yes	380	1	.32	--	**.67**	--	.52-.77	-----	**.72**	--	.32	**.67**	--	.47-.80	**.72**	--
Context: Research	785	4	.21	.03	**.49**	.00	.43-.55	.49-.49	**.53**	.00	.22	**.50**	.00	.44-.56	**.54**	.00
Context: Admin.	529	1	.21	--	**.48**	--	.31-.62	-----	**.52**	--	.21	**.48**	--	.28-.65	**.52**	--
Hierarchical Moderator Analysis																
Complexity: High	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.21	**.49**	.00	.42-.56	**.53**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.22	**.50**	.00	.43-.56	**.54**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.22	**.50**	.00	.43-.56	**.54**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.22	**.50**	.00	.43-.56	**.54**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,662	5	.26	.08	**.57**	.00	.44-.68	.57-.57	**.62**	.00	.27	**.58**	.00	.46-.68	**.63**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	1136
Sample Type: Military	1,615	4	.26	.08	**.57**	.00	.42-.69	.57-.57	**.62**	.00		.26	**.57**	.00	.42-.69	**.62**	.00
Age: Below 40	1,106	3	.29	.07	**.63**	.00	.49-.74	.63-.63	**.68**	.00		.29	**.63**	.00	.49-.74	**.68**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,235	3	.24	.09	**.54**	.03	.34-.69	.50-.58	**.58**	.03		.24	**.54**	.03	.34-.69	**.58**	.03
Clerical Job: Yes	380	1	.32	--	**.67**	--	.52-.77	-----	**.72**	--		.32	**.67**	--	.52-.77	**.72**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	47	1	.27	--	**.59**	--	-.01-.88	-----	**.63**	--		.27	**.59**	--	-.01-.88	**.63**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	47	1	.27	--	**.59**	--	-.01-.88	-----	**.63**	--		.27	**.59**	--	-.01-.88	**.63**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	47	1	.27	--	**.59**	--	-.01-.88	-----	**.63**	--		.27	**.59**	--	-.01-.88	**.63**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	897	2	.25	.07	**.56**	.00	.37-.70	.56-.56	**.60**	.00		.26	**.58**	.00	.39-.72	**.62**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	368	1	.31	--	**.65**	--	.50-.77	-----	**.70**	--		.31	**.65**	--	.49-.77	**.70**	--
Age: Below 40	368	1	.31	--	**.65**	--	.50-.77	-----	**.70**	--		.31	**.65**	--	.50-.77	**.70**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	368	1	.31	--	**.65**	--	.50-.77	-----	**.70**	--		.31	**.65**	--	.49-.77	**.70**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	529	1	.21	--	**.48**	--	.31-.62	-----	**.52**	--		.21	**.49**	--	.12-.74	**.53**	--
Age: Below 40	529	1	.21	--	**.48**	--	.31-.62	-----	**.52**	--		.21	**.49**	--	.14-.72	**.53**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	529	1	.21	--	**.48**	--	.31-.62	-----	**.52**	--		.21	**.49**	--	.13-.73	**.53**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	529	1	.21	--	**.48**	--	.31-.62	-----	**.52**	--		.21	**.48**	--	.31-.62	**.52**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																	
All	2,741	8	.27	.06	**.59**	.00	.52-.65	.59-.59	**.64**	.00		.27	**.59**	.00	.52-.65	**.63**	.00
Simple Moderator Analyses																	
Complexity: High	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00		.21	**.49**	.00	.42-.56	**.53**	.00
Complexity: Medium	1,106	3	.29	.07	**.63**	.00	.49-.74	.63-.63	**.68**	.00		.29	**.63**	.00	.48-.74	**.68**	.00

Complexity: Low	897	2	.29	.03	**.62**	.00	.55-.67	.62-.62	**.67**	.00	.29	**.62**	.00	.56-.68	**.67**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,474	4	.30	.06	**.63**	.00	.54-.71	.63-.63	**.69**	.00	.30	**.63**	.00	.54-.71	**.69**	.00
Sample Type: Civilian	1,267	4	.24	.04	**.53**	.00	.46-.60	.53-.53	**.57**	.00	.23	**.53**	.00	.45-.59	**.57**	.00
Age: Below 40	2,003	5	.29	.05	**.62**	.00	.55-.69	.62-.62	**.67**	.00	.29	**.63**	.00	.55-.69	**.68**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,361	7	.26	.06	**.58**	.00	.50-.64	.58-.58	**.62**	.00	.26	**.57**	.00	.49-.64	**.62**	.00
Clerical Job: Yes	380	1	.32	--	**.67**	--	.52-.77	-----	**.72**	--	.32	**.67**	--	.47-.80	**.72**	--
Context: Research	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.22	**.50**	.00	.42-.56	**.54**	.00
Context: Admin.	529	1	.27	--	**.59**	--	.45-.70	-----	**.64**	--	.27	**.59**	--	.42-.72	**.64**	--
Hierarchical Moderator Analysis																
Complexity: High	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.21	**.49**	.00	.42-.56	**.53**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.22	**.50**	.00	.43-.56	**.54**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.22	**.50**	.00	.43-.56	**.54**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	738	3	.21	.03	**.49**	.00	.41-.55	.49-.49	**.52**	.00	.22	**.50**	.00	.43-.56	**.54**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,106	3	.29	.07	**.63**	.00	.49-.74	.63-.63	**.68**	.00	.29	**.63**	.00	.48-.74	**.68**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,106	3	.29	.07	**.63**	.00	.49-.74	.63-.63	**.68**	.00	.29	**.63**	.00	.49-.74	**.68**	.00
Age: Below 40	1,106	3	.29	.07	**.63**	.00	.49-.74	.63-.63	**.68**	.00	.29	**.63**	.00	.49-.74	**.68**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	726	2	.28	.10	**.61**	.00	.35-.78	.61-.61	**.66**	.00	.28	**.61**	.00	.35-.78	**.66**	.00
Clerical Job: Yes	380	1	.32	--	**.67**	--	.52-.77	-----	**.72**	--	.32	**.67**	--	.52-.77	**.72**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	897	2	.29	.03	**.62**	.00	.55-.67	.62-.62	**.67**	.00	.29	**.62**	.00	.56-.68	**.67**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	368	1	.31	--	**.65**	--	.50-.77	-----	**.70**	--	.31	**.65**	--	.49-.77	**.70**	--

Age: Below 40	368	1	.31	--	**.65**	--	.50-.77	-----	**.70**	--		.31	**.65**	--	.50-.77	**.70**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	368	1	.31	--	**.65**	--	.50-.77	-----	**.70**	--		.31	**.65**	--	.49-.77	**.70**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	529	1	.27	--	**.59**	--	.45-.70	-----	**.64**	--		.27	**.59**	--	.27-.80	**.64**	--
Age: Below 40	529	1	.27	--	**.59**	--	.45-.70	-----	**.64**	--		.27	**.59**	--	.29-.79	**.64**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	529	1	.27	--	**.59**	--	.45-.70	-----	**.64**	--		.27	**.59**	--	.28-.79	**.64**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	529	1	.27	--	**.59**	--	.45-.70	-----	**.64**	--		.27	**.59**	--	.45-.70	**.64**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																	
All	1,085	3	.17	.03	**.40**	.00	.33-.47	.40-.40	**.44**	.00		.18	**.42**	.00	.31-.51	**.45**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	556	2	.19	.03	**.44**	.00	.34-.53	.44-.44	**.48**	.00		.19	**.45**	.00	.32-.56	**.49**	.00
Complexity: Low	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--		.15	**.36**	--	-.12-.70	**.39**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--		.18	**.43**	--	.24-.58	**.46**	--
Sample Type: Civilian	576	2	.16	.05	**.38**	.00	.24-.51	.38-.38	**.41**	.00		.17	**.40**	.00	.21-.56	**.43**	.00
Age: Below 40	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--		.15	**.36**	--	-.11-.70	**.39**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,085	3	.17	.03	**.40**	.00	.33-.47	.40-.40	**.44**	.00		.18	**.42**	.00	.31-.51	**.45**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	47	1	.27	--	**.59**	--	-.01-.88	-----	**.63**	--		.27	**.59**	--	-.01-.88	**.63**	--
Context: Admin.	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--		.15	**.36**	--	.13-.55	**.39**	--
Hierarchical Moderator Analysis																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	556	2	.19	.03	**.44**	.00	.34-.53	.44-.44	**.48**	.00		.19	**.45**	.00	.32-.56	**.49**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--		.18	**.43**	--	.24-.58	**.46**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	509	1	.18	--	**.43**	--	.24-.58	-----	**.46**	--	.18	**.43**	--	.24-.58	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	47	1	.27	--	**.59**	--	-.01-.88	-----	**.63**	--	.27	**.59**	--	-.01-.88	**.63**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	47	1	.27	--	**.59**	--	-.01-.88	-----	**.63**	--	.27	**.59**	--	-.01-.88	**.63**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	47	1	.27	--	**.59**	--	-.01-.88	-----	**.63**	--	.27	**.59**	--	-.01-.88	**.63**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--	.15	**.36**	--	-.12-.70	**.39**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--	.15	**.36**	--	-.05-.66	**.39**	--
Age: Below 40	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--	.15	**.36**	--	-.02-.65	**.39**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--	.15	**.36**	--	-.04-.66	**.39**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	529	1	.15	--	**.36**	--	.17-.53	-----	**.39**	--	.15	**.36**	--	.17-.53	**.39**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A146

Predictive Validity for Gkn and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A147

Predictive Validity for Gkn and OCB

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	509	1	.13	--	**.31**	--	.10-.49	-----	**.33**	--	.13	**.31**	--	-.01-.57	**.33**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.13	--	**.31**	--	.10-.49	-----	**.33**	--	.13	**.31**	--	.03-.54	**.33**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.13	--	**.31**	--	.10-.49	-----	**.33**	--	.13	**.31**	--	.10-.49	**.33**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	509	1	.13	--	**.31**	--	.10-.49	-----	**.33**	--	.13	**.31**	--	-.02-.57	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	-.08-.52	**.27**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	-.04-.49	**.27**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	.04-.44	**.27**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	-.08-.53	**.27**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	-.08-.52	**.27**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	-.04-.49	**.27**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	.04-.44	**.27**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	509	1	.10	--	**.25**	--	.04-.44	-----	**.27**	--	.10	**.25**	--	-.08-.53	**.27**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	509	1	.15	--	**.36**	--	.16-.53	-----	**.39**	--	.15	**.36**	--	.05-.61	**.39**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	509	1	.15	--	**.36**	--	.16-.53	-----	**.39**	--	.15	**.36**	--	.09-.58	**.39**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	509	1	.15	--	**.36**	--	.16-.53	-----	**.39**	--	.15	**.36**	--	.16-.53	**.39**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	509	1	.15	--	**.36**	--	.16-.53	-----	**.39**	--	.15	**.36**	--	.05-.61	**.39**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A148

Predictive Validity for Gkn and Performance Outcomes

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Simple Moderator Analyses																
Complexity: High	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																

All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures																
All	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Simple Moderator Analyses																
Complexity: High	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.07	--	**.13**	--	-.31-.52	-----	**.14**	--	.07	**.13**	--	-.31-.52	**.14**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	67	1	.10	--	**.18**	--	-.26-.55	-----	**.19**	--	.10	**.18**	--	-.26-.55	**.19**	--
Simple Moderator Analyses																
Complexity: High	67	1	.10	--	**.18**	--	-.26-.55	-----	**.19**	--	.10	**.18**	--	-.26-.55	**.19**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.10	--	**.18**	--	-.26-.55	-----	**.19**	--	.10	**.18**	--	-.26-.55	**.19**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.10	--	**.18**	--	-.26-.55	-----	**.19**	--	.10	**.18**	--	-.26-.55	**.19**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.10	--	**.18**	--	-.26-.55	-----	**.19**	--		.10	**.18**	--	-.26-.55	**.19**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																	
All	67	1	.19	--	**.34**	--	-.08-.65	-----	**.37**	--		.19	**.34**	--	-.08-.65	**.37**	--
Simple Moderator Analyses																	
Complexity: High	67	1	.19	--	**.34**	--	-.08-.65	-----	**.37**	--		.19	**.34**	--	-.08-.65	**.37**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.19	--	**.34**	--	-.08-.65	-----	**.37**	--		.19	**.34**	--	-.08-.65	**.37**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.19	--	**.34**	--	-.08-.65	-----	**.37**	--		.19	**.34**	--	-.08-.65	**.37**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.19	--	**.34**	--	-.08-.65	-----	**.37**	--		.19	**.34**	--	-.08-.65	**.37**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																	
All	67	1	-.05	--	**-.09**	--	-.49-.34	-----	**-.10**	--		-.05	**-.09**	--	-.49-.34	**-.10**	--
Simple Moderator Analyses																	
Complexity: High	67	1	-.05	--	**-.09**	--	-.49-.34	-----	**-.10**	--		-.05	**-.09**	--	-.49-.34	**-.10**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.05	--	**-.09**	--	-.49-.34	-----	**-.10**	--		-.05	**-.09**	--	-.49-.34	**-.10**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.05	--	**-.09**	--	-.49-.34	-----	**-.10**	--		-.05	**-.09**	--	-.49-.34	**-.10**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	67	1	-.05	--	**-.09**	--	-.49-.34	-----	**-.10**	--		-.05	**-.09**	--	-.49-.34	**-.10**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																	
All	67	1	.02	--	**.04**	--	-.39-.45	-----	**.04**	--		.02	**.04**	--	-.39-.45	**.04**	--
Simple Moderator Analyses																	

Complexity: High	67	1	.02	--	**.04**	--	-.39-.45	-----	**.04**	--	.02	**.04**	--	-.39-.45	**.04**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	.02	--	**.04**	--	-.39-.45	-----	**.04**	--	.02	**.04**	--	-.39-.45	**.04**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	.02	--	**.04**	--	-.39-.45	-----	**.04**	--	.02	**.04**	--	-.39-.45	**.04**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	67	1	.02	--	**.04**	--	-.39-.45	-----	**.04**	--	.02	**.04**	--	-.39-.45	**.04**	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Simple Moderator Analyses																
Complexity: High	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	67	1	-.04	--	**-.10**	--	-.61-.47	-----	**-.11**	--	-.04	**-.10**	--	-.61-.47	**-.11**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A149

Predictive Validity for Gkn and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A150

Predictive Validity for Gkn and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A151

Predictive Validity for Gkn and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A152

Predictive Validity for Gkn and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A153

Predictive Validity for Gkn and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A154

Predictive Validity for Gkn-S and Performance Determinants

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	349,219	391	.50	.08	**.53**	.06	.52-.55	.46-.61	**.62**	.07	.55	**.56**	.07	.54-.57	**.65**	.08
Simple Moderator Analyses																
Complexity: High	5,242	20	.60	.08	**.61**	.00	.56-.66	.61-.61	**.72**	.00	.60	**.61**	.00	.56-.66	**.72**	.00
Complexity: Medium	147,892	200	.58	.09	**.58**	.07	.57-.60	.49-.67	**.69**	.08	.58	**.58**	.07	.57-.60	**.69**	.08
Complexity: Low	61,254	54	.51	.07	**.52**	.06	.50-.55	.45-.60	**.61**	.07	.51	**.52**	.06	.50-.55	**.61**	.07
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	348,954	389	.50	.08	**.53**	.06	.52-.55	.46-.61	**.62**	.07	.55	**.56**	.07	.54-.57	**.65**	.08
Sample Type: Civilian	265	2	.42	.31	**.47**	.31	.00-.93	.07-.86	**.50**	.33	.42	**.47**	.31	.00-.93	**.50**	.33
Age: Below 40	69	1	.35	--	**.54**	--	.24-.76	-----	**.59**	--	.35	**.54**	--	.24-.76	**.59**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	318,357	361	.50	.08	**.54**	.06	.52-.55	.46-.62	**.62**	.07	.55	**.56**	.07	.55-.57	**.66**	.09
Clerical Job: Yes	30,862	30	.49	.06	**.50**	.00	.47-.53	.50-.50	**.58**	.00	.49	**.50**	.00	.47-.53	**.58**	.00
Context: Research	3,708	11	.53	.06	**.67**	.00	.61-.72	.67-.67	**.78**	.00	.56	**.69**	.00	.64-.73	**.80**	.00
Context: Admin.	345,246	378	.50	.08	**.53**	.06	.52-.54	.45-.61	**.62**	.07	.55	**.55**	.07	.54-.57	**.65**	.08
Hierarchical Moderator Analysis																
Complexity: High	5,242	20	.60	.08	**.61**	.00	.56-.66	.61-.61	**.72**	.00	.60	**.61**	.00	.56-.66	**.72**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,242	20	.60	.08	**.61**	.00	.56-.66	.61-.61	**.72**	.00	.60	**.61**	.00	.56-.66	**.72**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,242	20	.60	.08	**.61**	.00	.56-.66	.61-.61	**.72**	.00	.60	**.61**	.00	.56-.66	**.72**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	387	1	.72	--	**.79**	--	.73-.85	-----	**.94**	--	.72	**.79**	--	.73-.85	**.94**	--
Context: Admin.	4,855	19	.58	.07	**.59**	.00	.55-.63	.59-.59	**.70**	.00	.58	**.59**	.00	.55-.63	**.70**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	147,892	200	.58	.09	**.58**	.07	.57-.60	.49-.67	**.69**	.08	.58	**.58**	.07	.57-.60	**.69**	.08
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	1159
Sample Type: Military	147,763	199	.58	.09	**.58**	.07	.57-.60	.49-.67	**.69**	.08		.58	**.58**	.07	.57-.60	**.69**	.08
Age: Below 40	69	1	.35	--	**.55**	--	.25-.77	-----	**.60**	--		.35	**.55**	--	.25-.77	**.60**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	116,901	169	.59	.09	**.60**	.07	.58-.61	.51-.68	**.71**	.08		.59	**.60**	.07	.58-.61	**.71**	.08
Clerical Job: Yes	30,862	30	.49	.06	**.50**	.00	.47-.53	.50-.50	**.59**	.00		.49	**.50**	.00	.47-.53	**.59**	.00
Context: Research	965	4	.26	.04	**.42**	.00	.37-.47	.42-.42	**.46**	.00		.26	**.42**	.00	.37-.47	**.46**	.00
Context: Admin.	146,798	195	.58	.09	**.59**	.07	.57-.60	.50-.68	**.69**	.08		.58	**.59**	.07	.57-.60	**.69**	.08
Sample Type: Civilian	129	1	.20	--	**.21**	--	.03-.38	-----	**.23**	--		.20	**.21**	--	.03-.38	**.23**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	129	1	.20	--	**.21**	--	.03-.38	-----	**.23**	--		.20	**.21**	--	.03-.38	**.23**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	61,254	54	.51	.07	**.52**	.06	.50-.55	.45-.60	**.61**	.07		.51	**.52**	.06	.50-.55	**.61**	.07
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	61,254	54	.51	.07	**.52**	.06	.50-.55	.45-.60	**.61**	.07		.51	**.52**	.06	.50-.55	**.61**	.07
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	61,254	54	.51	.07	**.52**	.06	.50-.55	.45-.60	**.61**	.07		.51	**.52**	.06	.50-.55	**.61**	.07
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	1,828	5	.68	.03	**.76**	.00	.71-.81	.76-.76	**.88**	.00		.68	**.76**	.00	.71-.81	**.88**	.00
Context: Admin.	59,426	49	.51	.06	**.52**	.05	.49-.54	.45-.58	**.60**	.06		.51	**.52**	.05	.49-.54	**.60**	.06
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																	
All	1,897	27	.29	.18	**.42**	.12	.32-.51	.27-.57	**.45**	.13		.29	**.42**	.12	.32-.51	**.45**	.13
Simple Moderator Analyses																	
Complexity: High	41	1	.32	--	**.45**	--	.06-.83	-----	**.48**	--		.32	**.45**	--	.06-.83	**.48**	--
Complexity: Medium	709	12	.25	.20	**.34**	.16	.18-.49	.13-.54	**.37**	.18		.25	**.34**	.16	.18-.49	**.37**	.18
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	186	2	.15	.06	**.31**	.00	.15-.45	.31-.31	**.34**	.00		.15	**.31**	.00	.15-.45	**.34**	.00
Sample Type: Civilian	1,711	25	.31	.18	**.43**	.12	.33-.53	.28-.58	**.46**	.13		.31	**.43**	.12	.33-.53	**.46**	.13
Age: Below 40	239	4	.07	.16	**.11**	.12	-.12-.34	-.04-.26	**.12**	.13		.07	**.11**	.12	-.12-.34	**.12**	.13
Age: 40 and above	575	6	.22	.16	**.30**	.12	.13-.47	.15-.45	**.32**	.13		.22	**.30**	.12	.13-.47	**.32**	.13

																	1160
Clerical Job: No	1,897	27	.29	.18	**.42**	.12	.32-.51	.27-.57	**.45**	.13		.29	**.42**	.12	.32-.51	**.45**	.13
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	1,006	11	.21	.18	**.31**	.17	.15-.46	.09-.52	**.33**	.18		.21	**.31**	.17	.15-.46	**.33**	.18
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																	
All	211	3	.46	.00	**.64**	.00	.64-.64	.64-.64	**.69**	.00		.46	**.64**	.00	.64-.64	**.69**	.00
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	211	3	.46	.00	**.64**	.00	.64-.64	.64-.64	**.69**	.00		.46	**.64**	.00	.64-.64	**.69**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	211	3	.46	.00	**.64**	.00	.64-.64	.64-.64	**.69**	.00		.46	**.64**	.00	.64-.64	**.69**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	141	2	.46	.00	**.64**	.00	.64-.64	.64-.64	**.69**	.00		.46	**.64**	.00	.64-.64	**.69**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																	
All	1,686	24	.27	.18	**.39**	.14	.29-.49	.22-.56	**.42**	.15		.27	**.39**	.14	.29-.49	**.42**	.15
Simple Moderator Analyses																	
Complexity: High	41	1	.32	--	**.45**	--	.06-.83	-----	**.48**	--		.32	**.45**	--	.06-.83	**.48**	--
Complexity: Medium	709	12	.25	.20	**.34**	.18	.18-.50	.11-.56	**.37**	.19		.25	**.34**	.18	.18-.50	**.37**	.19
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	186	2	.14	.05	**.29**	.00	.16-.40	.29-.29	**.31**	.00		.14	**.29**	.00	.16-.40	**.31**	.00
Sample Type: Civilian	1,500	22	.29	.19	**.40**	.14	.29-.51	.22-.58	**.43**	.15		.29	**.40**	.14	.29-.51	**.43**	.15
Age: Below 40	239	4	.07	.16	**.10**	.12	-.13-.33	-.05-.26	**.11**	.13		.07	**.10**	.12	-.13-.33	**.11**	.13
Age: 40 and above	575	6	.23	.16	**.31**	.12	.13-.49	.15-.47	**.34**	.13		.23	**.31**	.12	.13-.49	**.34**	.13
Clerical Job: No	1,686	24	.27	.18	**.39**	.13	.29-.49	.22-.56	**.42**	.15		.27	**.39**	.13	.29-.49	**.42**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	865	9	.17	.16	**.25**	.15	.09-.40	.06-.44	**.27**	.16		.17	**.25**	.15	.09-.40	**.27**	.16
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																	

																1161
All	928	11	.32	.19	**.47**	.14	.31-.62	.29-.65	**.50**	.15	.32	**.47**	.14	.31-.62	**.50**	.15
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	367	6	.35	.23	**.48**	.20	.23-.73	.23-.74	**.53**	.22	.35	**.48**	.20	.23-.73	**.53**	.22
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	186	2	.14	.05	**.29**	.00	.16-.40	.29-.29	**.31**	.00	.14	**.29**	.00	.16-.40	**.31**	.00
Sample Type: Civilian	742	9	.36	.19	**.50**	.11	.33-.67	.36-.64	**.54**	.12	.36	**.50**	.11	.33-.67	**.54**	.12
Age: Below 40	69	1	.10	--	**.20**	--	-.28-.61	-----	**.22**	--	.10	**.20**	--	-.28-.61	**.22**	--
Age: 40 and above	267	2	.31	.25	**.42**	.29	-.07-.90	.05-.79	**.45**	.31	.31	**.42**	.29	-.07-.90	**.45**	.31
Clerical Job: No	928	11	.32	.19	**.47**	.14	.31-.62	.29-.65	**.51**	.15	.32	**.47**	.14	.31-.62	**.51**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	453	4	.24	.19	**.39**	.19	.09-.65	.14-.63	**.42**	.21	.24	**.39**	.19	.09-.65	**.42**	.21
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	1,112	16	.25	.17	**.34**	.11	.23-.46	.20-.48	**.37**	.12	.25	**.34**	.11	.23-.46	**.37**	.12
Simple Moderator Analyses																
Complexity: High	41	1	.32	--	**.45**	--	.06-.83	-----	**.48**	--	.32	**.45**	--	.06-.83	**.48**	--
Complexity: Medium	464	7	.23	.19	**.30**	.15	.12-.49	.10-.50	**.33**	.17	.23	**.30**	.15	.12-.49	**.33**	.17
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,112	16	.25	.17	**.34**	.11	.23-.46	.20-.48	**.37**	.12	.25	**.34**	.11	.23-.46	**.37**	.12
Age: Below 40	170	3	.05	.19	**.07**	.19	-.23-.37	-.17-.31	**.08**	.21	.05	**.07**	.19	-.23-.37	**.08**	.21
Age: 40 and above	575	6	.22	.15	**.31**	.10	.14-.47	.18-.43	**.33**	.10	.22	**.31**	.10	.14-.47	**.33**	.10
Clerical Job: No	1,112	16	.25	.17	**.34**	.11	.23-.46	.20-.48	**.37**	.12	.25	**.34**	.11	.23-.46	**.37**	.12
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	679	7	.17	.17	**.23**	.17	.06-.41	.02-.45	**.25**	.18	.17	**.23**	.17	.06-.41	**.25**	.18
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	117	1	.22	--	**.43**	--	.10-.69	-----	**.47**	--	.22	**.43**	--	.10-.69	**.47**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.22	--	**.43**	--	.10-.69	-----	**.47**	--	.22	**.43**	--	.10-.69	**.47**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	117	1	.22	--	**.44**	--	.10-.70	-----	**.48**	--	.22	**.44**	--	.10-.70	**.48**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	117	1	.22	--	**.47**	--	.11-.73	-----	**.51**	--	.22	**.47**	--	.11-.73	**.51**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	117	1	.22	--	**.43**	--	.10-.69	-----	**.47**	--	.22	**.43**	--	.10-.69	**.47**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	.22	--	**.43**	--	.10-.69	-----	**.47**	--	.22	**.43**	--	.10-.69	**.47**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	117	1	.22	--	**.44**	--	.10-.70	-----	**.48**	--	.22	**.44**	--	.10-.70	**.48**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	117	1	.22	--	**.47**	--	.11-.73	-----	**.51**	--	.22	**.47**	--	.11-.73	**.51**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	364	4	.26	.10	**.34**	.00	.21-.47	.34-.34	**.37**	.00	.26	**.34**	.00	.21-.47	**.37**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Age: Below 40	136	2	.17	.09	**.23**	.00	.05-.41	.23-.23	**.25**	.00	.17	**.23**	.00	.05-.41	**.25**	.00
Age: 40 and above	373	3	.23	.14	**.31**	.08	.10-.53	.20-.42	**.34**	.09	.23	**.31**	.08	.10-.53	**.34**	.09
Clerical Job: No	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	364	4	.26	.10	**.34**	.00	.21-.47	.34-.34	**.37**	.00	.26	**.34**	.00	.21-.47	**.37**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Age: Below 40	136	2	.17	.09	**.23**	.00	.05-.41	.23-.23	**.25**	.00	.17	**.23**	.00	.05-.41	**.25**	.00
Age: 40 and above	373	3	.23	.14	**.31**	.08	.10-.53	.20-.42	**.34**	.09	.23	**.31**	.08	.10-.53	**.34**	.09
Clerical Job: No	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	509	5	.21	.12	**.29**	.00	.15-.43	.29-.29	**.31**	.00	.21	**.29**	.00	.15-.43	**.31**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A155

Predictive Validity for Gkn-S and Task Performance

Criterion	*N*	k	Sample Size Weighted							Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	6,305	13	.44	.22	**.55**	.26	.37-.74	.23-.88	**.65**	.30	.44	**.55**	.26	.37-.74	**.65**	.30
Simple Moderator Analyses																
Complexity: High	387	1	.60	--	**.75**	--	.65-.85	-----	**.89**	--	.60	**.75**	--	.65-.85	**.89**	--
Complexity: Medium	2,604	4	.35	.12	**.44**	.12	.26-.62	.28-.60	**.52**	.15	.35	**.44**	.12	.26-.62	**.52**	.15
Complexity: Low	3,248	7	.44	.25	**.56**	.30	.28-.84	.17-.95	**.65**	.35	.45	**.57**	.31	.28-.85	**.65**	.36
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	6,239	12	.43	.22	**.55**	.25	.37-.73	.23-.87	**.64**	.30	.43	**.55**	.25	.37-.73	**.64**	.30
Sample Type: Civilian	66	1	.64	--	**.81**	--	.63-.98	-----	**.87**	--	.64	**.81**	--	.63-.98	**.87**	--
Age: Below 40	69	1	.38	--	**.63**	--	.31-.84	-----	**.68**	--	.38	**.63**	--	.31-.84	**.68**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	6,305	13	.44	.22	**.55**	.26	.37-.74	.23-.88	**.65**	.30	.44	**.55**	.26	.37-.74	**.65**	.30
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	3,366	8	.62	.05	**.78**	.00	.72-.84	.78-.78	**.94**	.00	.62	**.78**	.00	.72-.84	**.94**	.00
Context: Admin.	2,766	3	.35	.05	**.44**	.00	.35-.53	.44-.44	**.51**	.00	.35	**.44**	.00	.35-.53	**.51**	.00
Hierarchical Moderator Analysis																
Complexity: High	387	1	.60	--	**.75**	--	.65-.85	-----	**.89**	--	.60	**.75**	--	.65-.85	**.89**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	387	1	.60	--	**.75**	--	.65-.85	-----	**.89**	--	.60	**.75**	--	.65-.85	**.89**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	387	1	.60	--	**.75**	--	.65-.85	-----	**.89**	--	.60	**.75**	--	.65-.85	**.89**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	387	1	.60	--	**.75**	--	.65-.85	-----	**.89**	--	.60	**.75**	--	.65-.85	**.89**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	2,604	4	.35	.12	**.44**	.12	.26-.62	.28-.60	**.52**	.15	.35	**.44**	.12	.26-.62	**.52**	.15
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	2,604	4	.35	.12	**.44**	.12	.26-.62	.28-.60	**.52**	.15	.35	**.44**	.12	.26-.62	**.52**	.15
Age: Below 40	69	1	.38	--	**.64**	--	.33-.85	-----	**.70**	--	.38	**.64**	--	.33-.85	**.70**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,604	4	.35	.12	**.44**	.12	.26-.62	.28-.60	**.52**	.15	.35	**.44**	.12	.26-.62	**.52**	.15
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,141	2	.61	.02	**.76**	.00	.73-.79	.76-.76	**.90**	.00	.61	**.76**	.00	.73-.79	**.90**	.00
Context: Admin.	1,463	2	.31	.00	**.40**	.00	.30-.49	.40-.40	**.47**	.00	.31	**.40**	.00	.30-.49	**.47**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	3,248	7	.44	.25	**.56**	.30	.28-.84	.17-.95	**.65**	.35	.45	**.57**	.31	.28-.85	**.65**	.36
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,248	7	.44	.25	**.56**	.30	.28-.84	.17-.95	**.65**	.35	.44	**.56**	.30	.28-.84	**.65**	.35
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,248	7	.44	.25	**.56**	.30	.28-.84	.17-.95	**.65**	.35	.44	**.56**	.30	.28-.84	**.65**	.35
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,838	5	.61	.06	**.77**	.00	.68-.86	.77-.77	**.89**	.00	.61	**.77**	.00	.68-.86	**.89**	.00
Context: Admin.	1,303	1	.38	--	**.47**	--	.40-.55	-----	**.55**	--	.38	**.47**	--	.40-.55	**.55**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	2,912	12	.36	.07	**.42**	.00	.36-.48	.42-.42	**.49**	.00	.36	**.42**	.00	.36-.48	**.49**	.00
Simple Moderator Analyses																
Complexity: High	121	1	.47	--	**.55**	--	.33-.77	-----	**.65**	--	.47	**.55**	--	.33-.77	**.65**	--
Complexity: Medium	1,682	6	.36	.09	**.42**	.02	.33-.52	.39-.45	**.50**	.03	.36	**.42**	.02	.33-.52	**.50**	.03
Complexity: Low	949	2	.34	.02	**.40**	.00	.36-.43	.40-.40	**.46**	.00	.34	**.40**	.00	.36-.43	**.46**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	2,817	9	.36	.07	**.41**	.00	.36-.47	.41-.41	**.49**	.00	.36	**.41**	.00	.36-.47	**.49**	.00
Sample Type: Civilian	95	3	.52	.13	**.61**	.00	.44-.78	.61-.61	**.66**	.00	.52	**.61**	.00	.44-.78	**.66**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	2,649	11	.35	.06	**.41**	.00	.36-.46	.41-.41	**.48**	.00	.35	**.41**	.00	.36-.46	**.48**	.00
Clerical Job: Yes	263	1	.47	--	**.55**	--	.38-.72	-----	**.63**	--	.47	**.55**	--	.38-.72	**.63**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	2,817	9	.36	.07	**.41**	.00	.36-.47	.41-.41	**.49**	.00	.36	**.41**	.00	.36-.47	**.49**	.00
Hierarchical Moderator Analysis																

Complexity: High	121	1	.47	--	**.55**	--	.33-.77	-----	**.65**	--		.47	**.55**	--	.33-.77	**.65**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	121	1	.47	--	**.55**	--	.33-.77	-----	**.65**	--		.47	**.55**	--	.33-.77	**.65**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	121	1	.47	--	**.55**	--	.33-.77	-----	**.65**	--		.47	**.55**	--	.33-.77	**.65**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	121	1	.47	--	**.55**	--	.33-.77	-----	**.65**	--		.47	**.55**	--	.33-.77	**.65**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	1,682	6	.36	.09	**.42**	.02	.33-.52	.39-.45	**.50**	.03		.36	**.42**	.02	.33-.52	**.50**	.03
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	1,647	5	.36	.09	**.41**	.02	.32-.51	.38-.44	**.49**	.03		.36	**.41**	.02	.32-.51	**.49**	.03
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,384	4	.33	.08	**.38**	.00	.30-.47	.38-.38	**.46**	.00		.33	**.38**	.00	.30-.47	**.46**	.00
Clerical Job: Yes	263	1	.47	--	**.55**	--	.38-.72	-----	**.65**	--		.47	**.55**	--	.38-.72	**.65**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	1,647	5	.36	.09	**.41**	.02	.32-.51	.38-.44	**.49**	.03		.36	**.41**	.02	.32-.51	**.49**	.03
Sample Type: Civilian	35	1	.65	--	**.74**	--	.50-.99	-----	**.80**	--		.65	**.74**	--	.50-.99	**.80**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	35	1	.65	--	**.74**	--	.50-.99	-----	**.80**	--		.65	**.74**	--	.50-.99	**.80**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	949	2	.34	.02	**.40**	.00	.36-.43	.40-.40	**.46**	.00		.34	**.40**	.00	.36-.43	**.46**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	949	2	.34	.02	**.40**	.00	.36-.43	.40-.40	**.46**	.00		.34	**.40**	.00	.36-.43	**.46**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	949	2	.34	.02	**.40**	.00	.36-.43	.40-.40	**.46**	.00		.34	**.40**	.00	.36-.43	**.46**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	949	2	.34	.02	**.40**	.00	.36-.43	.40-.40	**.46**	.00		.34	**.40**	.00	.36-.43	**.46**	.00

Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	135	1	.36	--	**.44**	--	.26-.61	-----	**.47**	--	.36	**.44**	--	.26-.61	**.47**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	135	1	.36	--	**.44**	--	.26-.61	-----	**.47**	--	.36	**.44**	--	.26-.61	**.47**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	135	1	.36	--	**.44**	--	.26-.61	-----	**.47**	--	.36	**.44**	--	.26-.61	**.47**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	135	1	.36	--	**.44**	--	.26-.61	-----	**.47**	--	.36	**.44**	--	.26-.61	**.47**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	1,940	20	.15	.14	**.25**	.10	.15-.34	.12-.37	**.27**	.11	.17	**.27**	.09	.17-.37	**.29**	.10
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	935	15	.23	.13	**.33**	.00	.24-.42	.33-.33	**.36**	.00	.23	**.33**	.00	.24-.42	**.36**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	705	3	.08	.07	**.16**	.00	.00-.31	.16-.16	**.18**	.00	.08	**.16**	.00	.00-.31	**.18**	.00
Sample Type: Civilian	1,235	17	.20	.15	**.27**	.07	.17-.37	.18-.36	**.29**	.08	.20	**.27**	.07	.17-.37	**.29**	.08
Age: Below 40	238	4	.10	.13	**.17**	.00	-.05-.39	.17-.17	**.19**	.00	.10	**.17**	.00	-.05-.39	**.19**	.00
Age: 40 and above	575	6	.18	.16	**.25**	.14	.07-.42	.06-.43	**.27**	.15	.18	**.25**	.14	.07-.42	**.27**	.15
Clerical Job: No	1,798	19	.14	.13	**.23**	.07	.13-.32	.13-.32	**.24**	.08	.15	**.25**	.07	.15-.34	**.27**	.07
Clerical Job: Yes	142	1	.36	--	**.50**	--	.30-.69	-----	**.54**	--	.36	**.50**	--	.30-.69	**.54**	--
Context: Research	900	10	.12	.14	**.20**	.11	.06-.33	.06-.34	**.21**	.12	.12	**.20**	.11	.06-.33	**.21**	.12

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	935	15	.23	.13	**.33**	.00	.24-.42	.33-.33	**.36**	.00		.23	**.33**	.00	.24-.42	**.36**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--		.23	**.46**	--	-.01-.78	**.50**	--
Age: Below 40	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--		.23	**.46**	--	-.01-.78	**.50**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--		.23	**.46**	--	-.01-.78	**.50**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--		.23	**.46**	--	-.01-.78	**.50**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	867	14	.23	.13	**.29**	.00	.20-.38	.29-.29	**.32**	.00		.23	**.29**	.00	.20-.38	**.32**	.00
Age: Below 40	170	3	.05	.12	**.06**	.00	-.11-.23	.06-.06	**.07**	.00		.05	**.06**	.00	-.11-.23	**.07**	.00
Age: 40 and above	294	4	.30	.06	**.39**	.00	.31-.47	.39-.39	**.42**	.00		.30	**.39**	.00	.31-.47	**.42**	.00
Clerical Job: No	725	13	.20	.13	**.26**	.00	.17-.35	.26-.26	**.28**	.00		.20	**.26**	.00	.17-.35	**.28**	.00
Clerical Job: Yes	142	1	.36	--	**.47**	--	.28-.67	-----	**.51**	--		.36	**.47**	--	.28-.67	**.51**	--
Context: Research	434	6	.18	.14	**.23**	.06	.08-.38	.16-.31	**.25**	.06		.18	**.23**	.06	.08-.38	**.25**	.06
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																	
All	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																	
All	1,940	20	.16	.14	**.25**	.10	.15-.34	.12-.38	**.27**	.11		.17	**.27**	.09	.17-.37	**.30**	.10
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	935	15	.23	.13	**.33**	.00	.24-.42	.33-.33	**.36**	.00		.23	**.33**	.00	.24-.42	**.36**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	705	3	.08	.07	**.16**	.00	.00-.31	.16-.16	**.18**	.00		.08	**.16**	.00	.00-.31	**.18**	.00
Sample Type: Civilian	1,235	17	.20	.15	**.27**	.07	.18-.37	.18-.37	**.30**	.08		.20	**.27**	.07	.18-.37	**.30**	.08
Age: Below 40	238	4	.11	.14	**.19**	.07	-.06-.43	.11-.28	**.21**	.07		.11	**.19**	.07	-.06-.43	**.21**	.07
Age: 40 and above	575	6	.18	.16	**.25**	.14	.07-.42	.06-.43	**.27**	.15		.18	**.25**	.14	.07-.42	**.27**	.15
Clerical Job: No	1,798	19	.14	.13	**.23**	.08	.13-.32	.13-.33	**.25**	.08		.15	**.25**	.07	.15-.35	**.27**	.08

Clerical Job: Yes	142	1	.36	--	**.50**	--	.30-.69	-----	**.54**	--	.36	**.50**	--	.30-.69	**.54**	--
Context: Research	900	10	.12	.14	**.20**	.11	.06-.34	.05-.35	**.22**	.12	.12	**.20**	.11	.06-.34	**.22**	.12
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	935	15	.23	.13	**.33**	.00	.24-.42	.33-.33	**.36**	.00	.23	**.33**	.00	.24-.42	**.36**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--	.23	**.46**	--	-.01-.78	**.50**	--
Age: Below 40	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--	.23	**.46**	--	-.01-.78	**.50**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--	.23	**.46**	--	-.01-.78	**.50**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	68	1	.23	--	**.46**	--	-.01-.78	-----	**.50**	--	.23	**.46**	--	-.01-.78	**.50**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	867	14	.23	.13	**.30**	.00	.21-.39	.30-.30	**.32**	.00	.23	**.30**	.00	.21-.39	**.32**	.00
Age: Below 40	170	3	.06	.15	**.08**	.06	-.13-.29	.00-.16	**.09**	.07	.06	**.08**	.06	-.13-.29	**.09**	.07
Age: 40 and above	294	4	.30	.06	**.39**	.00	.31-.47	.39-.39	**.42**	.00	.30	**.39**	.00	.31-.47	**.42**	.00
Clerical Job: No	725	13	.20	.13	**.26**	.00	.17-.35	.26-.26	**.29**	.00	.20	**.26**	.00	.17-.35	**.29**	.00
Clerical Job: Yes	142	1	.36	--	**.47**	--	.28-.67	-----	**.51**	--	.36	**.47**	--	.28-.67	**.51**	--
Context: Research	434	6	.18	.14	**.24**	.06	.09-.39	.16-.32	**.26**	.07	.18	**.24**	.06	.09-.39	**.26**	.07
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	391	7	.04	.14	**.05**	.04	-.09-.20	.00-.11	**.06**	.04	.04	**.05**	.04	-.09-.20	**.06**	.04
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	255	6	.11	.12	**.14**	.00	.01-.27	.14-.14	**.15**	.00	.11	**.14**	.00	.01-.27	**.15**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	391	7	.04	.14	**.05**	.04	-.09-.20	.00-.11	**.06**	.04	.04	**.05**	.04	-.09-.20	**.06**	.04
Age: Below 40	79	2	.13	.21	**.18**	.18	-.22-.59	-.04-.41	**.20**	.19	.13	**.18**	.18	-.22-.59	**.20**	.19
Age: 40 and above	136	1	-.09	--	**-.12**	--	-.36-.11	-----	**-.13**	--	-.09	**-.12**	--	-.36-.11	**-.13**	--
Clerical Job: No	391	7	.04	.14	**.05**	.04	-.09-.20	.00-.11	**.06**	.04	.04	**.05**	.04	-.09-.20	**.06**	.04

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	215	3	-.01	.17	**-.01**	.17	-.28-.26	-.23-.21	**-.01**	.18	-.01	**-.01**	.17	-.28-.26	**-.01**	.18
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	821	10	.17	.14	**.24**	.09	.11-.36	.13-.35	**.25**	.09	.17	**.24**	.09	.11-.36	**.25**	.09
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	540	8	.22	.14	**.29**	.00	.16-.42	.29-.29	**.31**	.00	.22	**.29**	.00	.16-.42	**.31**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	821	10	.17	.14	**.24**	.09	.11-.36	.13-.35	**.25**	.09	.17	**.24**	.09	.11-.36	**.25**	.09
Age: Below 40	136	2	.07	.18	**.10**	.18	-.25-.44	-.13-.33	**.11**	.20	.07	**.10**	.18	-.25-.44	**.11**	.20
Age: 40 and above	509	4	.17	.14	**.23**	.12	.04-.42	.07-.38	**.25**	.13	.17	**.23**	.12	.04-.42	**.25**	.13
Clerical Job: No	821	10	.17	.14	**.24**	.09	.11-.36	.13-.35	**.25**	.09	.17	**.24**	.09	.11-.36	**.25**	.09
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	645	6	.15	.14	**.20**	.12	.04-.36	.05-.35	**.22**	.13	.15	**.20**	.12	.04-.36	**.22**	.13
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	45	1	.09	--	**.12**	--	-.27-.51	-----	**.13**	--	.09	**.12**	--	-.27-.51	**.13**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Age: Below 40	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	45	1	.09	--	**.12**	--	-.27-.51	-----	**.13**	--	.09	**.12**	--	-.27-.51	**.13**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Age: Below 40	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	45	1	.09	--	**.13**	--	-.28-.53	-----	**.14**	--	.09	**.13**	--	-.28-.53	**.14**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Task Performance Measures																
All	323	2	.20	.04	**.42**	.00	.30-.52	.42-.42	**.45**	.00	.20	**.42**	.00	.30-.53	**.46**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	68	1	.25	--	**.54**	--	.06-.84	-----	**.59**	--	.25	**.54**	--	.06-.84	**.59**	--
Complexity: Low	255	1	.18	--	**.36**	--	.13-.57	-----	**.40**	--	.18	**.37**	--	-.03-.69	**.40**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	323	2	.20	.04	**.42**	.00	.30-.52	.42-.42	**.45**	.00	.20	**.42**	.00	.30-.52	**.45**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	68	1	.25	--	**.52**	--	.06-.83	-----	**.57**	--	.25	**.52**	--	.06-.83	**.57**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	323	2	.20	.04	**.42**	.00	.30-.53	.42-.42	**.46**	.00	.20	**.42**	.00	.30-.54	**.46**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	323	2	.20	.04	**.45**	.00	.33-.56	.45-.45	**.49**	.00	.20	**.45**	.00	.33-.56	**.49**	.00

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	323	2	.20	.04	**.42**	.00	.30-.52	.42-.42	**.45**	.00	.20	**.42**	.00	.30-.53	**.46**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	68	1	.25	--	**.54**	--	.06-.84	-----	**.59**	--	.25	**.54**	--	.06-.84	**.59**	--
Complexity: Low	255	1	.18	--	**.36**	--	.13-.57	-----	**.40**	--	.18	**.37**	--	-.03-.69	**.40**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	323	2	.20	.04	**.42**	.00	.30-.52	.42-.42	**.45**	.00	.20	**.42**	.00	.30-.52	**.45**	.00
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	68	1	.25	--	**.52**	--	.06-.83	-----	**.57**	--	.25	**.52**	--	.06-.83	**.57**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	323	2	.20	.04	**.42**	.00	.30-.53	.42-.42	**.46**	.00	.20	**.42**	.00	.30-.54	**.46**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	323	2	.20	.04	**.45**	.00	.33-.56	.45-.45	**.49**	.00	.20	**.45**	.00	.33-.56	**.49**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	255	1	.15	--	**.30**	--	.06-.52	-----	**.33**	--	.15	**.30**	--	.04-.53	**.33**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.15	--	**.29**	--	.06-.49	-----	**.31**	--	.15	**.29**	--	-.09-.61	**.31**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.15	--	**.30**	--	.06-.52	-----	**.33**	--	.15	**.30**	--	.06-.52	**.33**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	255	1	.15	--	**.31**	--	.06-.52	-----	**.33**	--	.15	**.31**	--	.04-.54	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.15	--	**.33**	--	.07-.55	-----	**.36**	--	.15	**.33**	--	.06-.56	**.36**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	255	1	.15	--	**.30**	--	.06-.52	-----	**.33**	--	.15	**.30**	--	.04-.53	**.33**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.15	--	**.29**	--	.06-.49	-----	**.31**	--	.15	**.29**	--	-.09-.61	**.31**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.15	--	**.30**	--	.06-.52	-----	**.33**	--	.15	**.30**	--	.06-.52	**.33**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.15	--	**.31**	--	.06-.52	-----	**.33**	--	.15	**.31**	--	.04-.54	**.33**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	255	1	.15	--	**.33**	--	.07-.55	-----	**.36**	--	.15	**.33**	--	.06-.56	**.36**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A156

Predictive Validity for Gkn-S and Overall Performance

Criterion	*N*	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	12,787	55	.13	.13	**.19**	.14	.11-.27	.01-.37	**.21**	.16	.13	**.18**	.13	.10-.26	**.20**	.15
Simple Moderator Analyses																
Complexity: High	1,550	12	.14	.16	**.20**	.17	.07-.33	-.02-.42	**.22**	.19	.14	**.20**	.17	.07-.33	**.22**	.19
Complexity: Medium	6,724	22	.08	.09	**.11**	.08	.04-.19	.02-.21	**.13**	.08	.08	**.11**	.08	.04-.19	**.13**	.08
Complexity: Low	1,775	6	.25	.10	**.34**	.00	.21-.47	.34-.34	**.39**	.00	.24	**.33**	.00	.20-.47	**.38**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	7,552	15	.09	.10	**.13**	.10	.03-.22	.00-.26	**.15**	.12	.09	**.13**	.10	.03-.22	**.15**	.12
Sample Type: Civilian	5,235	40	.20	.17	**.27**	.17	.20-.34	.06-.48	**.29**	.18	.19	**.27**	.17	.19-.34	**.29**	.18
Age: Below 40	151	2	.19	.35	**.26**	.44	-.40-.92	-.30-.83	**.29**	.48	.19	**.26**	.44	-.40-.92	**.29**	.48
Age: 40 and above	717	9	.15	.18	**.21**	.17	.05-.37	.00-.42	**.23**	.18	.15	**.21**	.17	.05-.37	**.23**	.18
Clerical Job: No	12,756	54	.13	.13	**.19**	.14	.11-.27	.01-.37	**.21**	.16	.13	**.18**	.13	.10-.26	**.20**	.15
Clerical Job: Yes	31	1	.31	--	**.54**	--	-.03-.92	-----	**.59**	--	.31	**.54**	--	-.03-.92	**.59**	--
Context: Research	2,605	22	.12	.15	**.17**	.15	.08-.26	-.02-.36	**.18**	.16	.12	**.17**	.15	.08-.26	**.19**	.16
Context: Admin.	7,137	10	.10	.10	**.14**	.11	.04-.24	.00-.28	**.16**	.13	.10	**.14**	.11	.04-.24	**.16**	.13
Hierarchical Moderator Analysis																
Complexity: High	1,550	12	.14	.16	**.20**	.17	.07-.33	-.02-.42	**.22**	.19	.14	**.20**	.17	.07-.33	**.22**	.19
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	254	1	.06	--	**.13**	--	-.13-.38	-----	**.15**	--	.06	**.13**	--	-.13-.38	**.15**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	254	1	.06	--	**.13**	--	-.13-.38	-----	**.15**	--	.06	**.13**	--	-.13-.38	**.15**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,296	11	.15	.17	**.21**	.18	.07-.35	-.02-.44	**.23**	.20	.17	**.23**	.16	.10-.37	**.25**	.17
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	142	3	.34	.15	**.47**	.00	.24-.70	.47-.47	**.51**	.00	.34	**.47**	.00	.24-.70	**.51**	.00

Clerical Job: No	1,296	11	.15	.17	**.21**	.18	.07-.35	-.02-.44	**.23**	.20	.17	**.23**	.16	.10-.37	**.25**	.17
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	1,091	7	.15	.17	**.21**	.19	.03-.38	-.03-.44	**.22**	.20	.16	**.22**	.17	.06-.39	**.24**	.19
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	6,724	22	.08	.09	**.11**	.08	.04-.19	.02-.21	**.13**	.08	.08	**.11**	.08	.04-.19	**.13**	.08
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,458	7	.06	.06	**.08**	.06	.00-.16	.00-.16	**.10**	.07	.06	**.08**	.06	.00-.16	**.10**	.07
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,427	6	.06	.05	**.08**	.03	.01-.15	.04-.11	**.09**	.04	.06	**.08**	.03	.01-.15	**.09**	.04
Clerical Job: Yes	31	1	.31	--	**.60**	--	-.04-.93	-----	**.65**	--	.31	**.60**	--	-.04-.93	**.65**	--
Context: Research	128	1	-.08	--	**-.17**	--	-.50-.20	-----	**-.19**	--	-.08	**-.17**	--	-.50-.20	**-.19**	--
Context: Admin.	5,278	4	.06	.05	**.08**	.04	.02-.15	.04-.13	**.10**	.04	.06	**.08**	.04	.02-.15	**.10**	.04
Sample Type: Civilian	1,266	15	.19	.16	**.25**	.12	.14-.36	.09-.41	**.27**	.13	.19	**.25**	.12	.14-.36	**.27**	.13
Age: Below 40	151	2	.19	.35	**.25**	.42	-.38-.91	-.29-.78	**.27**	.46	.19	**.25**	.42	-.38-.91	**.27**	.46
Age: 40 and above	294	4	.21	.12	**.27**	.00	.12-.42	.27-.27	**.29**	.00	.21	**.27**	.00	.12-.42	**.29**	.00
Clerical Job: No	1,266	15	.19	.16	**.25**	.12	.14-.36	.09-.41	**.27**	.13	.19	**.25**	.12	.14-.36	**.27**	.13
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	602	7	.12	.15	**.16**	.12	.02-.30	.01-.31	**.17**	.13	.12	**.16**	.12	.02-.30	**.17**	.13
Context: Admin.	129	1	.10	--	**.13**	--	-.09-.35	-----	**.14**	--	.10	**.13**	--	-.09-.35	**.14**	--
Complexity: Low	1,775	6	.25	.10	**.34**	.00	.21-.47	.34-.34	**.39**	.00	.24	**.33**	.00	.20-.47	**.38**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,575	4	.23	.10	**.32**	.04	.18-.45	.27-.36	**.37**	.04	.23	**.32**	.04	.18-.45	**.37**	.04
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,575	4	.23	.10	**.32**	.04	.18-.45	.27-.36	**.37**	.04	.23	**.32**	.04	.18-.45	**.37**	.04
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,575	4	.23	.10	**.32**	.04	.18-.45	.27-.36	**.37**	.04	.23	**.32**	.04	.18-.45	**.37**	.04
Sample Type: Civilian	200	2	.37	.06	**.51**	.00	.41-.62	.51-.51	**.55**	.00	.38	**.52**	.00	.41-.62	**.56**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	200	2	.37	.06	**.51**	.00	.41-.62	.51-.51	**.55**	.00	.37	**.51**	.00	.41-.62	**.56**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	1,145	10	.11	.12	**.18**	.08	.06-.29	.07-.28	**.19**	.09	.12	**.18**	.08	.06-.29	**.19**	.09
Simple Moderator Analyses																
Complexity: High	666	4	.10	.08	**.16**	.00	.03-.28	.16-.16	**.17**	.00	.10	**.16**	.00	.03-.28	**.17**	.00
Complexity: Medium	268	3	.02	.11	**.03**	.04	-.18-.23	-.02-.07	**.03**	.04	.02	**.03**	.04	-.18-.23	**.03**	.04
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	382	2	.00	.08	**.00**	.07	-.23-.23	-.09-.09	**.00**	.08	.00	**.00**	.07	-.23-.23	**.00**	.08
Sample Type: Civilian	763	8	.17	.09	**.23**	.00	.14-.32	.23-.23	**.25**	.00	.17	**.23**	.00	.14-.32	**.25**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	30	1	.11	--	**.15**	--	-.35-.66	-----	**.17**	--	.11	**.15**	--	-.35-.66	**.17**	--
Clerical Job: No	1,145	10	.11	.12	**.18**	.08	.06-.29	.07-.28	**.19**	.09	.12	**.18**	.08	.07-.30	**.20**	.09
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	692	7	.12	.13	**.18**	.09	.04-.33	.06-.30	**.20**	.10	.12	**.18**	.09	.04-.33	**.20**	.10
Context: Admin.	129	1	.10	--	**.14**	--	-.10-.38	-----	**.15**	--	.10	**.14**	--	-.10-.38	**.15**	--
Hierarchical Moderator Analysis																
Complexity: High	666	4	.10	.08	**.16**	.00	.03-.28	.16-.16	**.17**	.00	.10	**.16**	.00	.03-.28	**.17**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	254	1	.04	--	**.09**	--	-.18-.34	-----	**.09**	--	.04	**.09**	--	-.18-.34	**.09**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	254	1	.04	--	**.09**	--	-.18-.34	-----	**.09**	--	.04	**.09**	--	-.18-.34	**.09**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	412	3	.13	.08	**.19**	.00	.06-.31	.19-.19	**.20**	.00	.14	**.19**	.00	.07-.32	**.21**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	30	1	.11	--	**.15**	--	-.35-.66	-----	**.17**	--	.11	**.15**	--	-.35-.66	**.17**	--
Clerical Job: No	412	3	.13	.08	**.19**	.00	.06-.31	.19-.19	**.20**	.00	.14	**.19**	.00	.07-.32	**.21**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	412	3	.13	.08	**.19**	.00	.06-.31	.19-.19	**.20**	.00	.13	**.19**	.00	.06-.31	**.20**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	268	3	.02	.11	**.03**	.04	-.18-.23	-.02-.07	**.03**	.04	.02	**.03**	.04	-.18-.23	**.03**	.04
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	128	1	-.08	--	**-.17**	--	-.50-.20	-----	**-.19**	--	-.08	**-.17**	--	-.50-.20	**-.19**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	128	1	-.08	--	**-.17**	--	-.50-.20	-----	**-.19**	--	-.08	**-.17**	--	-.50-.20	**-.19**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	128	1	-.08	--	**-.17**	--	-.50-.20	-----	**-.19**	--	-.08	**-.17**	--	-.50-.20	**-.19**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	140	2	.10	.01	**.13**	.00	.11-.16	.13-.13	**.14**	.00	.10	**.13**	.00	.11-.16	**.14**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	140	2	.10	.01	**.13**	.00	.11-.16	.13-.13	**.14**	.00	.10	**.13**	.00	.11-.16	**.14**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	11	1	.14	--	**.18**	--	-.67-1.00	-----	**.19**	--	.14	**.18**	--	-.67-1.00	**.19**	--
Context: Admin.	129	1	.10	--	**.13**	--	-.09-.35	-----	**.14**	--	.10	**.13**	--	-.09-.35	**.14**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	11,249	42	.12	.12	**.16**	.13	.08-.25	-.01-.33	**.18**	.15	.12	**.16**	.13	.08-.25	**.18**	.14
Simple Moderator Analyses																
Complexity: High	1,138	9	.14	.18	**.22**	.22	.04-.39	-.06-.49	**.23**	.24	.14	**.22**	.22	.04-.39	**.23**	.24
Complexity: Medium	6,296	17	.08	.07	**.11**	.04	.04-.18	.05-.16	**.12**	.05	.08	**.11**	.04	.04-.18	**.12**	.05
Complexity: Low	1,775	6	.25	.10	**.34**	.00	.21-.47	.34-.34	**.39**	.00	.24	**.33**	.00	.20-.47	**.38**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	7,424	14	.10	.09	**.14**	.10	.04-.23	.01-.26	**.16**	.11	.10	**.14**	.10	.04-.23	**.16**	.11
Sample Type: Civilian	3,825	28	.15	.16	**.21**	.17	.13-.29	-.01-.43	**.23**	.18	.16	**.22**	.17	.13-.30	**.23**	.18
Age: Below 40	151	2	.19	.35	**.26**	.44	-.40-.92	-.30-.83	**.29**	.48	.19	**.26**	.44	-.40-.92	**.29**	.48
Age: 40 and above	687	8	.16	.18	**.21**	.18	.04-.39	-.02-.45	**.23**	.20	.16	**.21**	.18	.04-.39	**.23**	.20
Clerical Job: No	11,218	41	.11	.12	**.16**	.13	.08-.25	-.01-.33	**.18**	.15	.12	**.16**	.13	.08-.25	**.18**	.14
Clerical Job: Yes	31	1	.31	--	**.54**	--	-.03-.92	-----	**.59**	--	.31	**.54**	--	-.03-.92	**.59**	--
Context: Research	1,913	15	.12	.16	**.16**	.17	.05-.28	-.06-.38	**.18**	.18	.12	**.17**	.17	.06-.28	**.18**	.18
Context: Admin.	7,008	9	.10	.09	**.14**	.11	.05-.23	.01-.28	**.16**	.12	.10	**.14**	.11	.05-.23	**.16**	.12
Hierarchical Moderator Analysis																
Complexity: High	1,138	9	.14	.18	**.22**	.22	.04-.39	-.06-.49	**.23**	.24	.14	**.22**	.22	.04-.39	**.23**	.24
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	254	1	.09	--	**.18**	--	-.08-.42	-----	**.20**	--	.09	**.18**	--	-.08-.42	**.20**	--

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	254	1	.09	--	**.18**	--	-.08-.42	-----	**.20**	--	.09	**.18**	--	-.08-.42	**.20**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	884	8	.16	.21	**.22**	.23	.02-.42	-.08-.52	**.24**	.25	.19	**.26**	.21	.06-.45	**.28**	.23
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	112	2	.40	.00	**.55**	.00	.55-.55	.55-.55	**.60**	.00	.40	**.55**	.00	.55-.55	**.60**	.00
Clerical Job: No	884	8	.16	.21	**.22**	.23	.02-.42	-.08-.52	**.24**	.25	.19	**.26**	.21	.06-.45	**.28**	.23
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	679	4	.16	.22	**.22**	.27	-.08-.51	-.13-.56	**.24**	.29	.18	**.25**	.25	-.04-.54	**.27**	.27
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	6,296	17	.08	.07	**.11**	.04	.04-.18	.05-.16	**.12**	.05	.08	**.11**	.04	.04-.18	**.12**	.05
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	5,330	6	.06	.05	**.09**	.02	.02-.15	.06-.11	**.10**	.03	.06	**.09**	.02	.02-.15	**.10**	.03
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	5,299	5	.06	.05	**.08**	.04	.02-.15	.04-.13	**.10**	.04	.06	**.08**	.04	.02-.15	**.10**	.04
Clerical Job: Yes	31	1	.31	--	**.60**	--	-.04-.93	-----	**.65**	--	.31	**.60**	--	-.04-.93	**.65**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	5,278	4	.06	.05	**.08**	.04	.02-.15	.04-.13	**.10**	.04	.06	**.08**	.04	.02-.15	**.10**	.04
Sample Type: Civilian	966	11	.17	.14	**.22**	.09	.11-.33	.10-.33	**.24**	.10	.17	**.22**	.09	.11-.33	**.24**	.10
Age: Below 40	151	2	.19	.35	**.25**	.42	-.38-.91	-.29-.78	**.27**	.46	.19	**.25**	.42	-.38-.91	**.27**	.46
Age: 40 and above	294	4	.21	.12	**.27**	.00	.12-.42	.27-.27	**.29**	.00	.21	**.27**	.00	.12-.42	**.29**	.00
Clerical Job: No	966	11	.17	.14	**.22**	.09	.11-.33	.10-.33	**.24**	.10	.17	**.22**	.09	.11-.33	**.24**	.10
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	591	6	.12	.15	**.16**	.14	.00-.32	-.02-.33	**.17**	.15	.12	**.16**	.14	.00-.32	**.17**	.15
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	1,775	6	.25	.10	**.34**	.00	.21-.47	.34-.34	**.39**	.00	.24	**.33**	.00	.20-.47	**.38**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	1,575	4	.23	.10	**.32**	.04	.18-.45	.27-.36	**.37**	.04	.23	**.32**	.04	.18-.45	**.37**	.04
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	1,575	4	.23	.10	**.32**	.04	.18-.45	.27-.36	**.37**	.04	.23	**.32**	.04	.18-.45	**.37**	.04

Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	1,575	4	.23	.10	**.32**	.04	.18-.45	.27-.36	**.37**	.04	.23	**.32**	.04	.18-.45	**.37**	.04
Sample Type: Civilian	200	2	.37	.06	**.51**	.00	.41-.62	.51-.51	**.55**	.00	.38	**.52**	.00	.41-.62	**.56**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	200	2	.37	.06	**.51**	.00	.41-.62	.51-.51	**.55**	.00	.37	**.51**	.00	.41-.62	**.56**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	1,079	5	.30	.22	**.41**	.24	.14-.67	.09-.72	**.44**	.26	.29	**.40**	.24	.14-.66	**.43**	.26
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	160	2	.42	.19	**.55**	.10	.21-.92	.43-.68	**.60**	.10	.42	**.55**	.10	.21-.92	**.60**	.10
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,079	5	.30	.22	**.41**	.24	.14-.67	.09-.72	**.44**	.26	.29	**.40**	.24	.14-.67	**.44**	.26
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	1,079	5	.30	.22	**.41**	.24	.14-.67	.09-.72	**.44**	.26	.29	**.40**	.24	.13-.66	**.43**	.26
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	160	2	.42	.19	**.55**	.10	.21-.92	.43-.68	**.60**	.10	.42	**.55**	.10	.21-.92	**.60**	.10
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	160	2	.42	.19	**.55**	.10	.21-.92	.43-.68	**.60**	.10	.42	**.55**	.10	.21-.92	**.60**	.10
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	160	2	.42	.19	**.55**	.10	.21-.92	.43-.68	**.60**	.10	.42	**.55**	.10	.21-.92	**.60**	.10

Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Simple Moderator Analyses																
Complexity: High	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Simple Moderator Analyses																
Complexity: High	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	44	3	.12	.32	**.18**	.22	-.36-.71	-.11-.46	**.19**	.24	.12	**.18**	.22	-.36-.71	**.19**	.24

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	8,642	1	.21	--	**.41**	--	.38-.45	-----	**.45**	--	.21	**.41**	--	.17-.62	**.45**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	.21	--	**.41**	--	.38-.45	-----	**.45**	--	.21	**.41**	--	.28-.53	**.45**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,642	1	.21	--	**.42**	--	.38-.45	-----	**.45**	--	.21	**.42**	--	.17-.62	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	8,642	1	.21	--	**.45**	--	.41-.49	-----	**.49**	--	.21	**.45**	--	.21-.64	**.49**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	8,642	1	.21	--	**.41**	--	.38-.45	-----	**.45**	--	.21	**.41**	--	.17-.62	**.45**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	.21	--	**.41**	--	.38-.45	-----	**.45**	--	.21	**.41**	--	.28-.53	**.45**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,642	1	.21	--	**.42**	--	.38-.45	-----	**.45**	--	.21	**.42**	--	.17-.62	**.46**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	1183
Context: Research	8,642	1	.21	--	**.45**	--	.41-.49	-----	**.49**	--		.21	**.45**	--	.21-.64	**.49**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Rater Unclear---All Overall Performance Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																	
All	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--	--

Table A157

Predictive Validity for Gkn-S and CWB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All CWB Measures																
All	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.27-.12	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	-.05	--	**-.07**	--	-.24-.10	-----	**-.08**	--	-.05	**-.07**	--	-.35-.21	**-.08**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.26-.11	**-.08**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.28-.13	**-.08**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.26-.11	**-.08**	--
Objective--Composite/Overall CWB Measures																
All	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.27-.12	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	255	1	-.05	--	**-.07**	--	-.24-.10	-----	**-.08**	--	-.05	**-.07**	--	-.35-.21	**-.08**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.26-.11	**-.08**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.28-.13	**-.08**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.26-.11	**-.08**	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-O Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB Measures																
All	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	87	1	-.21	--	**-.29**	--	-.57--.01	-----	**-.31**	--	-.21	**-.29**	--	-.57--.01	**-.31**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																

All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																	
All	8,642	1	.00	--	**.00**	--	-.04-.04	-----	**.00**	--	.00	**.00**	--	-.27-.27	**.00**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	8,642	1	.00	--	**.00**	--	-.04-.04	-----	**.00**	--	.00	**.00**	--	-.15-.15	**.00**	--	
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	8,642	1	.00	--	**.00**	--	-.04-.04	-----	**.00**	--	.00	**.00**	--	-.28-.28	**.00**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	8,642	1	.00	--	**.00**	--	-.05-.05	-----	**.00**	--	.00	**.00**	--	-.28-.28	**.00**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																	
All	8,642	1	.00	--	**.00**	--	-.04-.04	-----	**.00**	--	.00	**.00**	--	-.27-.27	**.00**	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Sample Type: Military	8,642	1	.00	--	**.00**	--	-.04-.04	-----	**.00**	--	.00	**.00**	--	-.15-.15	**.00**	--	
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Clerical Job: No	8,642	1	.00	--	**.00**	--	-.04-.04	-----	**.00**	--	.00	**.00**	--	-.28-.28	**.00**	--	
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Research	8,642	1	.00	--	**.00**	--	-.05-.05	-----	**.00**	--	.00	**.00**	--	-.28-.28	**.00**	--	
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Subjective--Self Ratings---All CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	
Subjective--Self Ratings---Composite/Overall CWB Measures																	
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--	

Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A158

Predictive Validity for Gkn-S and OCB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	473	3	.02	.10	**.03**	.11	-.18-.25	-.10-.17	**.04**	.12	.01	**.03**	.12	-.21-.26	**.03**	.13
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	49	1	.20	--	**.25**	--	-.10-.62	-----	**.28**	--	.20	**.25**	--	-.10-.62	**.28**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	424	2	.00	.08	**-.01**	.07	-.22-.21	-.09-.08	**-.01**	.07	.00	**-.01**	.07	-.22-.21	**-.01**	.07
Sample Type: Civilian	49	1	.20	--	**.27**	--	-.11-.65	-----	**.29**	--	.20	**.27**	--	-.11-.65	**.29**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	473	3	.02	.10	**.04**	.11	-.18-.25	-.10-.17	**.04**	.12	.01	**.03**	.12	-.21-.27	**.03**	.13
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	117	1	-.09	--	**-.21**	--	-.56-.21	-----	**-.22**	--	-.09	**-.21**	--	-.56-.21	**-.22**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	307	1	.03	--	**.06**	--	-.17-.29	-----	**.07**	--	.03	**.06**	--	-.21-.33	**.07**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.03	--	**.06**	--	-.17-.29	-----	**.07**	--	.03	**.06**	--	-.17-.29	**.07**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	307	1	.03	--	**.06**	--	-.17-.29	-----	**.07**	--	.03	**.06**	--	-.22-.33	**.07**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	307	1	.03	--	**.06**	--	-.17-.29	-----	**.07**	--	.03	**.06**	--	-.21-.33	**.07**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	307	1	.03	--	**.06**	--	-.17-.29	-----	**.07**	--	.03	**.06**	--	-.17-.29	**.07**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	307	1	.03	--	**.06**	--	-.17-.29	-----	**.07**	--	.03	**.06**	--	-.22-.33	**.07**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	49	1	.20	--	**.27**	--	-.11-.65	-----	**.29**	--	.20	**.27**	--	-.11-.65	**.29**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	49	1	.20	--	**.25**	--	-.10-.62	-----	**.28**	--	.20	**.25**	--	-.10-.62	**.28**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	49	1	.20	--	**.27**	--	-.11-.65	-----	**.29**	--	.20	**.27**	--	-.11-.65	**.29**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	49	1	.20	--	**.27**	--	-.11-.65	-----	**.29**	--	.20	**.27**	--	-.11-.65	**.29**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	49	1	.20	--	**.27**	--	-.11-.65	-----	**.29**	--	.20	**.27**	--	-.11-.65	**.29**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	49	1	.20	--	**.25**	--	-.10-.62	-----	**.28**	--	.20	**.25**	--	-.10-.62	**.28**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	49	1	.20	--	**.27**	--	-.11-.65	-----	**.29**	--	.20	**.27**	--	-.11-.65	**.29**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	49	1	.20	--	**.27**	--	-.11-.65	-----	**.29**	--	.20	**.27**	--	-.11-.65	**.29**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	117	1	-.09	--	**-.19**	--	-.52-.19	-----	**-.20**	--	-.09	**-.19**	--	-.52-.19	**-.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	-.09	--	**-.19**	--	-.52-.19	-----	**-.20**	--	-.09	**-.19**	--	-.52-.19	**-.20**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	117	1	-.09	--	**-.19**	--	-.52-.19	-----	**-.21**	--	-.09	**-.19**	--	-.52-.19	**-.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	117	1	-.09	--	**-.21**	--	-.56-.21	-----	**-.22**	--	-.09	**-.21**	--	-.56-.21	**-.22**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	117	1	-.09	--	**-.19**	--	-.52-.19	-----	**-.20**	--	-.09	**-.19**	--	-.52-.19	**-.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	117	1	-.09	--	**-.19**	--	-.52-.19	-----	**-.20**	--	-.09	**-.19**	--	-.52-.19	**-.20**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	117	1	-.09	--	**-.19**	--	-.52-.19	-----	**-.21**	--	-.09	**-.19**	--	-.52-.19	**-.21**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	117	1	-.09	--	**-.21**	--	-.56-.21	-----	**-.22**	--	-.09	**-.21**	--	-.56-.21	**-.22**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	**--**	--	-----	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A159

Predictive Validity for Gkn-S and Performance Outcomes

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.03-.41	**.25**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.15	--	**.21**	--	.04-.37	-----	**.23**	--	.15	**.21**	--	-.07-.47	**.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.05-.39	**.25**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.15	--	**.23**	--	.05-.40	-----	**.25**	--	.15	**.23**	--	.03-.41	**.25**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.05-.39	**.25**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.03-.41	**.25**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.15	--	**.21**	--	.04-.37	-----	**.23**	--	.15	**.21**	--	-.07-.47	**.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.05-.39	**.25**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.15	--	**.23**	--	.05-.40	-----	**.25**	--	.15	**.23**	--	.03-.41	**.25**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.05-.39	**.25**	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.03-.41	**.25**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	.15	--	**.21**	--	.04-.37	-----	**.23**	--	.15	**.21**	--	-.07-.47	**.23**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.05-.39	**.25**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	.15	--	**.23**	--	.05-.40	-----	**.25**	--	.15	**.23**	--	.03-.41	**.25**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	.15	--	**.23**	--	.05-.39	-----	**.25**	--	.15	**.23**	--	.05-.39	**.25**	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.27-.12	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	255	1	-.05	--	**-.07**	--	-.24-.10	-----	**-.08**	--	-.05	**-.07**	--	-.35-.21	**-.08**	--

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.26-.11	**-.08**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.28-.13	**-.08**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	255	1	-.05	--	**-.08**	--	-.26-.11	-----	**-.08**	--	-.05	**-.08**	--	-.26-.11	**-.08**	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Simple Moderator Analyses																
Complexity: High	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Complexity: Medium	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Age: Below 40	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Simple Moderator Analyses																
Complexity: High	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	297	5	.35	.27	**.49**	.28	.16-.81	.13-.84	**.53**	.30	.35	**.49**	.28	.16-.81	**.53**	.30
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A160

Predictive Validity for Gkn-S and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Accidents																
All	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.14-.25	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.06-.17	**.06**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.15-.26	**.06**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.10-.21	**.06**	--
Objective--Accidents---Culpable																
All	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.14-.25	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.06-.17	**.06**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.15-.26	**.06**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.10-.21	**.06**	--
Objective--Accidents---Culpable----Frequency																
All	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.14-.25	**.06**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.06-.17	**.06**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.15-.26	**.06**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	3,346	1	.04	--	**.06**	--	.00-.11	-----	**.06**	--	.04	**.06**	--	-.10-.21	**.06**	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A161

Predictive Validity for Gkn-S and Potential

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	346	8	.34	.14	.46	.00	.33-.60	.46-.46	.50	.00	.34	.46	.00	.33-.60	.50	.00
Simple Moderator Analyses																
Complexity: High	41	1	.41	--	.56	--	.19-.91	-----	.60	--	.41	.56	--	.19-.91	.60	--
Complexity: Medium	66	2	.46	.04	.61	.00	.52-.69	.61-.61	.66	.00	.46	.61	.00	.52-.69	.66	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	346	8	.34	.14	.46	.00	.33-.60	.46-.46	.50	.00	.34	.46	.00	.33-.60	.50	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	66	2	.46	.04	.63	.00	.55-.72	.63-.63	.68	.00	.46	.63	.00	.55-.72	.68	.00
Clerical Job: No	346	8	.34	.14	.46	.00	.33-.60	.46-.46	.50	.00	.34	.46	.00	.33-.60	.50	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	66	2	.46	.04	.63	.00	.55-.72	.63-.63	.68	.00	.46	.63	.00	.55-.72	.68	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	66	2	.46	.04	.61	.00	.52-.69	.61-.61	.66	.00	.46	.61	.00	.52-.69	.66	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	66	2	.46	.04	.63	.00	.55-.72	.63-.63	.68	.00	.46	.63	.00	.55-.72	.68	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	66	2	.46	.04	.63	.00	.55-.72	.63-.63	.68	.00	.46	.63	.00	.55-.72	.68	.00

Clerical Job: No	66	2	.46	.04	.63	.00	.55-.72	.63-.63	.68	.00	.46	.63	.00	.55-.72	.68	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	280	6	.31	.15	.42	.00	.26-.59	.42-.42	.46	.00	.31	.42	.00	.26-.59	.46	.00
Simple Moderator Analyses																
Complexity: High	41	1	.41	--	.56	--	.19-.91	-----	.60	--	.41	.56	--	.19-.91	.60	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	280	6	.31	.15	.42	.00	.26-.59	.42-.42	.46	.00	.31	.42	.00	.26-.59	.46	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	280	6	.31	.15	.42	.00	.26-.59	.42-.42	.46	.00	.31	.42	.00	.26-.59	.46	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A162

Predictive Validity for Gkn-S and Absences/Tardiness

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A163

Predictive Validity for Gkn-S and Attrition

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Attrition																
All	131	1	-.03	--	**-.05**	--	-.30-.21	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Simple Moderator Analyses																
Complexity: High	131	1	-.03	--	**-.05**	--	-.31-.22	-----	**-.06**	--	-.03	**-.05**	--	-.31-.22	**-.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	131	1	-.03	--	**-.05**	--	-.30-.21	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	131	1	-.03	--	**-.05**	--	-.31-.21	-----	**-.05**	--	-.03	**-.05**	--	-.31-.21	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	131	1	-.03	--	**-.05**	--	-.30-.21	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Objective--Attrition---Undifferentiated																
All	131	1	-.03	--	**-.05**	--	-.30-.21	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Simple Moderator Analyses																
Complexity: High	131	1	-.03	--	**-.05**	--	-.31-.22	-----	**-.06**	--	-.03	**-.05**	--	-.31-.22	**-.06**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	131	1	-.03	--	**-.05**	--	-.30-.21	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	131	1	-.03	--	**-.05**	--	-.31-.21	-----	**-.05**	--	-.03	**-.05**	--	-.31-.21	**-.05**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	1205
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--	
Context: Admin.	131	1	-.03	--	**-.05**	--	-.30-.21	-----	**-.05**	--	-.03	**-.05**	--	-.30-.21	**-.05**	--	

Table A164

Predictive Validity for Gkn-S and Miscellaneous Other

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	519	1	-.02	--	**-.04**	--	-.22-.14	-----	**-.05**	--	-.02	**-.04**	--	-.31-.23	**-.05**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	519	1	-.02	--	**-.04**	--	-.22-.14	-----	**-.05**	--	-.02	**-.04**	--	-.22-.14	**-.05**	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	519	1	-.02	--	**-.04**	--	-.22-.14	-----	**-.05**	--	-.02	**-.04**	--	-.32-.24	**-.05**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	8,642	1	-.18	--	**-.36**	--	-.40--.32	-----	**-.39**	--	-.18	**-.36**	--	-.57--.11	**-.39**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	8,642	1	-.18	--	**-.36**	--	-.40--.32	-----	**-.39**	--	-.18	**-.36**	--	-.48--.22	**-.39**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	8,642	1	-.18	--	**-.36**	--	-.40--.32	-----	**-.40**	--	-.18	**-.36**	--	-.58--.10	**-.40**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	8,642	1	-.18	--	**-.39**	--	-.43--.35	-----	**-.43**	--	-.18	**-.39**	--	-.60--.13	**-.43**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Table A165

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Performance Determinants

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	923	5	.20	.11	**.35**	.08	.19-.51	.25-.46	**.38**	.09	.21	**.37**	.11	.18-.54	**.39**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	471	1	.18	--	**.32**	--	.17-.47	-----	**.34**	--	.18	**.32**	--	.13-.50	**.34**	--
Complexity: Low	76	1	.14	--	**.25**	--	-.15-.60	-----	**.26**	--	.14	**.25**	--	-.15-.60	**.26**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	923	5	.20	.11	**.35**	.08	.19-.51	.25-.46	**.38**	.09	.21	**.36**	.10	.18-.53	**.39**	.11
Age: Below 40	471	1	.18	--	**.33**	--	.18-.48	-----	**.36**	--	.18	**.33**	--	-.02-.63	**.36**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	547	2	.18	.02	**.31**	.00	.27-.36	.31-.31	**.33**	.00	.17	**.30**	.00	.24-.36	**.32**	.00
Clerical Job: Yes	376	3	.24	.18	**.41**	.22	.07-.70	.14-.69	**.44**	.23	.24	**.41**	.22	.07-.70	**.44**	.23
Context: Research	547	2	.18	.02	**.32**	.00	.27-.37	.32-.32	**.35**	.00	.17	**.32**	.00	.26-.37	**.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	923	5	.20	.11	**.35**	.08	.19-.51	.25-.46	**.38**	.09	.21	**.37**	.11	.18-.54	**.39**	.12
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	471	1	.18	--	**.32**	--	.17-.47	-----	**.34**	--	.18	**.32**	--	.13-.50	**.34**	--
Complexity: Low	76	1	.14	--	**.25**	--	-.15-.60	-----	**.26**	--	.14	**.25**	--	-.15-.60	**.26**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	923	5	.20	.11	**.35**	.08	.19-.51	.25-.46	**.38**	.09	.21	**.36**	.10	.18-.53	**.39**	.11

Age: Below 40	471	1	.18	--	**.33**	--	.18-.48	-----	**.36**	--	.18	**.33**	--	-.02-.63	**.36**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	547	2	.18	.02	**.31**	.00	.27-.36	.31-.31	**.33**	.00	.17	**.30**	.00	.24-.36	**.32**	.00
Clerical Job: Yes	376	3	.24	.18	**.41**	.22	.07-.70	.14-.69	**.44**	.23	.24	**.41**	.22	.07-.70	**.44**	.23
Context: Research	547	2	.18	.02	**.32**	.00	.27-.37	.32-.32	**.35**	.00	.17	**.32**	.00	.26-.37	**.34**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	630	3	.15	.07	**.26**	.00	.12-.40	.26-.26	**.28**	.00	.12	**.22**	.00	.06-.38	**.24**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	471	1	.18	--	**.32**	--	.17-.47	-----	**.34**	--	.18	**.32**	--	.13-.50	**.34**	--
Complexity: Low	76	1	.04	--	**.07**	--	-.33-.45	-----	**.08**	--	.04	**.07**	--	-.33-.45	**.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	630	3	.15	.07	**.26**	.00	.12-.40	.26-.26	**.28**	.00	.13	**.24**	.00	.07-.39	**.25**	.00
Age: Below 40	471	1	.18	--	**.33**	--	.18-.48	-----	**.36**	--	.18	**.33**	--	-.02-.63	**.36**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	547	2	.16	.07	**.29**	.00	.12-.45	.29-.29	**.31**	.00	.14	**.26**	.00	.04-.46	**.28**	.00
Clerical Job: Yes	83	1	.05	--	**.09**	--	-.30-.46	-----	**.10**	--	.05	**.09**	--	-.30-.46	**.10**	--
Context: Research	547	2	.16	.07	**.30**	.00	.12-.46	.30-.30	**.32**	.00	.15	**.27**	.00	.06-.47	**.29**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	369	3	.28	.13	**.48**	.07	.24-.69	.39-.57	**.52**	.07	.28	**.48**	.07	.24-.69	**.52**	.07
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	.24	--	**.41**	--	.05-.72	-----	**.44**	--	.24	**.41**	--	.05-.72	**.44**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	369	3	.28	.13	**.48**	.07	.24-.69	.39-.57	**.52**	.07	.28	**.48**	.07	.24-.69	**.52**	.07
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	.24	--	**.42**	--	.05-.73	-----	**.45**	--	.24	**.42**	--	.05-.73	**.45**	--
Clerical Job: Yes	293	2	.29	.17	**.50**	.18	.10-.80	.27-.72	**.53**	.19	.29	**.50**	.18	.10-.80	**.53**	.19
Context: Research	76	1	.24	--	**.43**	--	.05-.74	-----	**.46**	--	.24	**.43**	--	.05-.74	**.46**	--

Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A166

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Task Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	194	3	.21	.22	**.35**	.27	-.06-.68	.00-.70	**.37**	.29	.21	**.35**	.27	-.06-.68	**.37**	.29
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	137	2	.18	.29	**.29**	.40	-.34-.80	-.22-.80	**.31**	.43	.18	**.29**	.40	-.34-.80	**.31**	.43
Sample Type: USES	114	2	.11	.24	**.19**	.34	-.37-.68	-.24-.63	**.21**	.37	.11	**.19**	.34	-.37-.68	**.21**	.37
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	80	1	.35	--	**.55**	--	.26-.78	-----	**.58**	--	.35	**.55**	--	.26-.78	**.58**	--
Age: Below 40	194	3	.21	.22	**.35**	.28	-.06-.69	.00-.71	**.38**	.30	.21	**.35**	.28	-.06-.69	**.38**	.30
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	114	2	.11	.24	**.19**	.34	-.37-.68	-.24-.63	**.21**	.36	.11	**.19**	.34	-.37-.68	**.21**	.36
Clerical Job: Yes	80	1	.35	--	**.55**	--	.26-.78	-----	**.58**	--	.35	**.55**	--	.26-.78	**.58**	--
Context: Research	194	3	.21	.22	**.35**	.28	-.06-.69	.00-.71	**.38**	.30	.21	**.35**	.28	-.06-.69	**.38**	.30
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	137	2	.18	.29	**.29**	.40	-.34-.80	-.22-.80	**.31**	.43	.18	**.29**	.40	-.34-.80	**.31**	.43
Sample Type: USES	57	1	-.06	--	**-.09**	--	-.49-.32	-----	**-.10**	--	-.06	**-.09**	--	-.49-.32	**-.10**	--
Age: Below 40	57	1	-.06	--	**-.09**	--	-.49-.32	-----	**-.10**	--	-.06	**-.09**	--	-.49-.32	**-.10**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	57	1	-.06	--	**-.09**	--	-.49-.32	-----	**-.10**	--	-.06	**-.09**	--	-.49-.32	**-.10**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	57	1	-.06	--	**-.09**	--	-.49-.32	-----	**-.10**	--	-.06	**-.09**	--	-.49-.32	**-.10**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	80	1	.35	--	**.54**	--	.25-.77	-----	**.57**	--	.35	**.54**	--	.25-.77	**.57**	--

Age: Below 40	80	1	.35	--	**.54**	--	.25-.77	-----	**.57**	--	.35	**.54**	--	.25-.77	**.57**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	80	1	.35	--	**.54**	--	.25-.77	-----	**.57**	--	.35	**.54**	--	.25-.77	**.57**	--
Context: Research	80	1	.35	--	**.54**	--	.25-.77	-----	**.57**	--	.35	**.54**	--	.25-.77	**.57**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Objective--Technical Performance---Production Record																
All	1,714	34	.20	.14	**.32**	.02	.25-.39	.30-.34	**.34**	.02	.20	**.32**	.02	.25-.39	**.34**	.02
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	239	5	.27	.11	**.43**	.00	.29-.56	.43-.43	**.46**	.00	.27	**.43**	.00	.29-.56	**.46**	.00
Complexity: Low	1,475	29	.19	.14	**.29**	.04	.21-.36	.23-.34	**.31**	.05	.19	**.29**	.04	.21-.36	**.31**	.05
Sample Type: USES	1,689	33	.20	.13	**.31**	.00	.24-.38	.31-.31	**.34**	.00	.20	**.32**	.00	.24-.38	**.34**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	25	1	.52	--	**.73**	--	.34-.98	-----	**.78**	--	.52	**.73**	--	.34-.98	**.78**	--
Age: Below 40	1,489	29	.21	.13	**.34**	.00	.26-.41	.34-.34	**.36**	.00	.21	**.34**	.00	.26-.41	**.36**	.00
Age: 40 and above	200	4	.09	.15	**.15**	.03	-.08-.37	.11-.19	**.16**	.03	.09	**.15**	.03	-.08-.37	**.16**	.03
Clerical Job: No	1,528	30	.19	.14	**.30**	.01	.22-.38	.28-.32	**.32**	.01	.19	**.30**	.01	.22-.38	**.32**	.01
Clerical Job: Yes	186	4	.30	.12	**.48**	.00	.31-.63	.48-.48	**.51**	.00	.30	**.48**	.00	.31-.63	**.51**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	1,689	33	.20	.13	**.31**	.00	.24-.38	.31-.31	**.33**	.00	.20	**.31**	.00	.24-.38	**.33**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	239	5	.27	.11	**.43**	.00	.29-.56	.43-.43	**.46**	.00	.27	**.43**	.00	.29-.56	**.46**	.00
Sample Type: USES	214	4	.24	.06	**.39**	.00	.30-.47	.39-.39	**.42**	.00	.24	**.39**	.00	.30-.47	**.42**	.00
Age: Below 40	214	4	.24	.06	**.39**	.00	.30-.47	.39-.39	**.42**	.00	.24	**.39**	.00	.30-.47	**.42**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	104	2	.22	.01	**.36**	.00	.33-.38	.36-.36	**.38**	.00	.22	**.36**	.00	.33-.38	**.38**	.00
Clerical Job: Yes	110	2	.26	.09	**.42**	.00	.24-.58	.42-.42	**.45**	.00	.26	**.42**	.00	.24-.58	**.45**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	214	4	.24	.06	**.39**	.00	.30-.47	.39-.39	**.42**	.00	.24	**.39**	.00	.30-.47	**.42**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Civilian	25	1	.52	--	**.73**	--	.34-.98	-----	**.78**	--		.52	**.73**	--	.34-.98	**.78**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: Yes	25	1	.52	--	**.73**	--	.34-.98	-----	**.78**	--		.52	**.73**	--	.34-.98	**.78**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	1,475	29	.19	.14	**.29**	.04	.21-.36	.23-.34	**.31**	.05		.19	**.29**	.04	.21-.36	**.31**	.05
Sample Type: USES	1,475	29	.19	.14	**.29**	.04	.21-.36	.23-.34	**.31**	.05		.19	**.29**	.04	.21-.37	**.31**	.04
Age: Below 40	1,275	25	.20	.14	**.31**	.01	.23-.39	.29-.33	**.33**	.01		.21	**.31**	.00	.23-.39	**.34**	.00
Age: 40 and above	200	4	.09	.15	**.14**	.04	-.08-.35	.09-.20	**.15**	.04		.09	**.14**	.04	-.08-.35	**.15**	.04
Clerical Job: No	1,424	28	.19	.14	**.28**	.05	.20-.36	.21-.35	**.30**	.06		.19	**.29**	.05	.21-.36	**.31**	.06
Clerical Job: Yes	51	1	.26	--	**.39**	--	.00-.71	-----	**.42**	--		.26	**.39**	--	.00-.71	**.42**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Admin.	1,475	29	.19	.14	**.29**	.04	.21-.36	.23-.34	**.31**	.05		.19	**.29**	.04	.21-.36	**.31**	.05
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Task Performance Measures																	
All	27,330	316	.23	.13	**.42**	.03	.40-.44	.37-.46	**.45**	.04		.23	**.42**	.03	.40-.44	**.45**	.03
Simple Moderator Analyses																	
Complexity: High	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00		.27	**.54**	.00	.48-.59	**.58**	.00
Complexity: Medium	14,197	130	.24	.13	**.43**	.09	.40-.47	.31-.55	**.46**	.10		.24	**.44**	.09	.40-.48	**.47**	.10
Complexity: Low	9,500	138	.21	.13	**.37**	.00	.33-.40	.37-.37	**.39**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Sample Type: USES	24,299	295	.24	.13	**.43**	.02	.41-.46	.40-.47	**.47**	.03		.24	**.43**	.00	.40-.45	**.46**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,031	21	.16	.08	**.29**	.00	.23-.36	.29-.29	**.31**	.00		.17	**.30**	.00	.23-.36	**.32**	.00
Age: Below 40	23,753	273	.23	.13	**.42**	.06	.39-.44	.34-.49	**.45**	.06		.23	**.41**	.02	.39-.44	**.44**	.02
Age: 40 and above	2,922	38	.25	.11	**.44**	.00	.38-.50	.44-.44	**.47**	.00		.25	**.44**	.00	.39-.50	**.48**	.00
Clerical Job: No	21,948	274	.23	.13	**.42**	.03	.39-.44	.38-.46	**.45**	.03		.24	**.42**	.01	.39-.45	**.45**	.01
Clerical Job: Yes	5,382	42	.23	.12	**.43**	.03	.37-.49	.39-.47	**.46**	.03		.23	**.42**	.03	.36-.48	**.45**	.04
Context: Research	24,600	284	.23	.13	**.42**	.05	.39-.44	.36-.48	**.45**	.05		.23	**.42**	.04	.39-.44	**.45**	.05
Context: Admin.	106	1	.22	--	**.39**	--	.06-.66	-----	**.42**	--		.22	**.39**	--	.06-.66	**.42**	--
Hierarchical Moderator Analysis																	
Complexity: High	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00		.27	**.54**	.00	.48-.59	**.58**	.00

Sample Type: USES	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00		.27	**.54**	.00	.48-.60	**.58**	.00
Age: Below 40	2,060	30	.28	.12	**.54**	.00	.47-.61	.54-.54	**.58**	.00		.28	**.55**	.00	.47-.62	**.59**	.00
Age: 40 and above	784	10	.26	.09	**.52**	.00	.43-.61	.52-.52	**.56**	.00		.26	**.51**	.00	.41-.60	**.55**	.00
Clerical Job: No	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00		.27	**.54**	.00	.48-.60	**.58**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.28	.12	**.55**	.00	.48-.61	.55-.55	**.59**	.00		.28	**.55**	.00	.48-.62	**.59**	.00
Context: Admin.	106	1	.22	--	**.44**	--	.07-.72	-----	**.47**	--		.22	**.44**	--	.07-.72	**.47**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Medium	14,197	130	.24	.13	**.43**	.09	.40-.47	.31-.55	**.46**	.10		.24	**.44**	.09	.40-.48	**.47**	.10
Sample Type: USES	12,089	118	.26	.13	**.47**	.08	.43-.50	.36-.57	**.50**	.08		.25	**.46**	.05	.42-.50	**.50**	.05
Age: Below 40	10,739	103	.26	.13	**.46**	.08	.42-.51	.36-.57	**.50**	.09		.25	**.45**	.05	.41-.50	**.49**	.06
Age: 40 and above	1,350	15	.26	.14	**.47**	.08	.36-.58	.37-.58	**.51**	.09		.28	**.50**	.00	.39-.60	**.54**	.00
Clerical Job: No	9,155	95	.25	.14	**.46**	.10	.41-.50	.34-.58	**.49**	.10		.26	**.47**	.04	.42-.51	**.50**	.05
Clerical Job: Yes	2,934	23	.27	.11	**.48**	.00	.41-.55	.48-.48	**.52**	.00		.26	**.47**	.00	.39-.55	**.51**	.00
Context: Research	11,434	108	.26	.13	**.47**	.07	.43-.50	.37-.56	**.50**	.08		.25	**.46**	.03	.42-.50	**.49**	.03
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,108	12	.14	.06	**.25**	.00	.19-.30	.25-.25	**.26**	.00		.14	**.25**	.00	.18-.31	**.26**	.00
Age: Below 40	2,108	12	.14	.06	**.25**	.00	.19-.30	.25-.25	**.26**	.00		.14	**.25**	.00	.19-.30	**.26**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,006	5	.14	.04	**.25**	.00	.18-.31	.25-.25	**.26**	.00		.14	**.25**	.00	.18-.32	**.27**	.00
Clerical Job: Yes	1,102	7	.13	.07	**.24**	.00	.15-.34	.24-.24	**.26**	.00		.13	**.24**	.00	.13-.34	**.25**	.00
Context: Research	2,108	12	.14	.06	**.25**	.00	.19-.30	.25-.25	**.26**	.00		.14	**.25**	.00	.18-.31	**.26**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	9,500	138	.21	.13	**.37**	.00	.33-.40	.37-.37	**.39**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Sample Type: USES	9,156	133	.22	.13	**.37**	.00	.33-.40	.37-.37	**.40**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Age: Below 40	8,428	121	.22	.13	**.37**	.00	.33-.41	.37-.37	**.40**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Age: 40 and above	728	12	.21	.09	**.35**	.00	.27-.43	.35-.35	**.38**	.00		.21	**.35**	.00	.27-.43	**.38**	.00
Clerical Job: No	8,376	127	.21	.13	**.37**	.00	.33-.40	.37-.37	**.39**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Clerical Job: Yes	780	6	.25	.14	**.42**	.13	.24-.59	.26-.58	**.45**	.14		.25	**.42**	.14	.22-.59	**.45**	.15
Context: Research	8,150	123	.21	.13	**.36**	.00	.33-.40	.36-.36	**.39**	.00		.21	**.36**	.00	.32-.39	**.38**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	344	5	.16	.10	**.28**	.00	.12-.42	.28-.28	**.30**	.00		.16	**.28**	.00	.12-.42	**.30**	.00

Age: Below 40	268	4	.19	.09	**.33**	.00	.18-.47	.33-.33	**.35**	.00	.19	**.33**	.00	.18-.47	**.35**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	145	2	.12	.11	**.22**	.00	-.05-.46	.22-.22	**.23**	.00	.12	**.22**	.00	-.05-.46	**.23**	.00
Clerical Job: Yes	199	3	.18	.11	**.32**	.00	.10-.52	.32-.32	**.34**	.00	.18	**.32**	.00	.10-.52	**.34**	.00
Context: Research	344	5	.16	.10	**.28**	.00	.12-.42	.28-.28	**.30**	.00	.16	**.28**	.00	.12-.42	**.30**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	27,330	316	.23	.13	**.42**	.03	.40-.44	.37-.46	**.45**	.04	.23	**.42**	.03	.40-.44	**.45**	.03
Simple Moderator Analyses																
Complexity: High	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00	.27	**.54**	.00	.48-.59	**.58**	.00
Complexity: Medium	14,197	130	.24	.13	**.43**	.09	.40-.47	.31-.55	**.46**	.10	.24	**.44**	.09	.40-.48	**.47**	.10
Complexity: Low	9,500	138	.21	.13	**.37**	.00	.33-.40	.37-.37	**.39**	.00	.21	**.36**	.00	.32-.40	**.39**	.00
Sample Type: USES	24,299	295	.24	.13	**.43**	.02	.41-.46	.40-.47	**.47**	.03	.24	**.43**	.00	.40-.45	**.46**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	3,031	21	.16	.08	**.29**	.00	.23-.36	.29-.29	**.31**	.00	.17	**.30**	.00	.23-.36	**.32**	.00
Age: Below 40	23,753	273	.23	.13	**.42**	.06	.39-.44	.34-.49	**.45**	.06	.23	**.41**	.02	.39-.44	**.44**	.02
Age: 40 and above	2,922	38	.25	.11	**.44**	.00	.38-.50	.44-.44	**.47**	.00	.25	**.44**	.00	.39-.50	**.48**	.00
Clerical Job: No	21,948	274	.23	.13	**.42**	.03	.39-.44	.38-.46	**.45**	.03	.24	**.42**	.01	.39-.45	**.45**	.01
Clerical Job: Yes	5,382	42	.23	.12	**.43**	.03	.37-.49	.39-.47	**.46**	.03	.23	**.42**	.03	.36-.48	**.45**	.04
Context: Research	24,600	284	.23	.13	**.42**	.05	.39-.44	.36-.48	**.45**	.05	.23	**.42**	.04	.39-.44	**.45**	.05
Context: Admin.	106	1	.22	--	**.39**	--	.06-.66	-----	**.42**	--	.22	**.39**	--	.06-.66	**.42**	--
Hierarchical Moderator Analysis																
Complexity: High	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00	.27	**.54**	.00	.48-.59	**.58**	.00
Sample Type: USES	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00	.27	**.54**	.00	.48-.60	**.58**	.00
Age: Below 40	2,060	30	.28	.12	**.54**	.00	.47-.61	.54-.54	**.58**	.00	.28	**.55**	.00	.47-.62	**.59**	.00
Age: 40 and above	784	10	.26	.09	**.52**	.00	.43-.61	.52-.52	**.56**	.00	.26	**.51**	.00	.41-.60	**.55**	.00
Clerical Job: No	2,844	40	.27	.11	**.54**	.00	.48-.59	.54-.54	**.58**	.00	.27	**.54**	.00	.48-.60	**.58**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,354	32	.28	.12	**.55**	.00	.48-.61	.55-.55	**.59**	.00	.28	**.55**	.00	.48-.62	**.59**	.00
Context: Admin.	106	1	.22	--	**.44**	--	.07-.72	-----	**.47**	--	.22	**.44**	--	.07-.72	**.47**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

																	1216
Complexity: Medium	14,197	130	.24	.13	**.43**	.09	.40-.47	.31-.55	**.46**	.10		.24	**.44**	.09	.40-.48	**.47**	.10
Sample Type: USES	12,089	118	.26	.13	**.47**	.08	.43-.50	.36-.57	**.50**	.08		.25	**.46**	.05	.42-.50	**.50**	.05
Age: Below 40	10,739	103	.26	.13	**.46**	.08	.42-.51	.36-.57	**.50**	.09		.25	**.45**	.05	.41-.50	**.49**	.06
Age: 40 and above	1,350	15	.26	.14	**.47**	.08	.36-.58	.37-.58	**.51**	.09		.28	**.50**	.00	.39-.60	**.54**	.00
Clerical Job: No	9,155	95	.25	.14	**.46**	.10	.41-.50	.34-.58	**.49**	.10		.26	**.47**	.04	.42-.51	**.50**	.05
Clerical Job: Yes	2,934	23	.27	.11	**.48**	.00	.41-.55	.48-.48	**.52**	.00		.26	**.47**	.00	.39-.55	**.51**	.00
Context: Research	11,434	108	.26	.13	**.47**	.07	.43-.50	.37-.56	**.50**	.08		.25	**.46**	.03	.42-.50	**.49**	.03
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,108	12	.14	.06	**.25**	.00	.19-.30	.25-.25	**.26**	.00		.14	**.25**	.00	.18-.31	**.26**	.00
Age: Below 40	2,108	12	.14	.06	**.25**	.00	.19-.30	.25-.25	**.26**	.00		.14	**.25**	.00	.19-.30	**.26**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	1,006	5	.14	.04	**.25**	.00	.18-.31	.25-.25	**.26**	.00		.14	**.25**	.00	.18-.32	**.27**	.00
Clerical Job: Yes	1,102	7	.13	.07	**.24**	.00	.15-.34	.24-.24	**.26**	.00		.13	**.24**	.00	.13-.34	**.25**	.00
Context: Research	2,108	12	.14	.06	**.25**	.00	.19-.30	.25-.25	**.26**	.00		.14	**.25**	.00	.18-.31	**.26**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Complexity: Low	9,500	138	.21	.13	**.37**	.00	.33-.40	.37-.37	**.39**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Sample Type: USES	9,156	133	.22	.13	**.37**	.00	.33-.40	.37-.37	**.40**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Age: Below 40	8,428	121	.22	.13	**.37**	.00	.33-.41	.37-.37	**.40**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Age: 40 and above	728	12	.21	.09	**.35**	.00	.27-.43	.35-.35	**.38**	.00		.21	**.35**	.00	.27-.43	**.38**	.00
Clerical Job: No	8,376	127	.21	.13	**.37**	.00	.33-.40	.37-.37	**.39**	.00		.21	**.36**	.00	.32-.40	**.39**	.00
Clerical Job: Yes	780	6	.25	.14	**.42**	.13	.24-.59	.26-.58	**.45**	.14		.25	**.42**	.14	.22-.59	**.45**	.15
Context: Research	8,150	123	.21	.13	**.36**	.00	.33-.40	.36-.36	**.39**	.00		.21	**.36**	.00	.32-.39	**.38**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Sample Type: Civilian	344	5	.16	.10	**.28**	.00	.12-.42	.28-.28	**.30**	.00		.16	**.28**	.00	.12-.42	**.30**	.00
Age: Below 40	268	4	.19	.09	**.33**	.00	.18-.47	.33-.33	**.35**	.00		.19	**.33**	.00	.18-.47	**.35**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Clerical Job: No	145	2	.12	.11	**.22**	.00	-.05-.46	.22-.22	**.23**	.00		.12	**.22**	.00	-.05-.46	**.23**	.00
Clerical Job: Yes	199	3	.18	.11	**.32**	.00	.10-.52	.32-.32	**.34**	.00		.18	**.32**	.00	.10-.52	**.34**	.00
Context: Research	344	5	.16	.10	**.28**	.00	.12-.42	.28-.28	**.30**	.00		.16	**.28**	.00	.12-.42	**.30**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--		--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																	
All	443	4	.22	.14	**.38**	.13	.14-.59	.21-.55	**.41**	.14		.22	**.38**	.13	.14-.59	**.41**	.14

Simple Moderator Analyses

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	.03	--	**.05**	--	-.34-.44	-----	**.06**	--	.03	**.05**	--	-.34-.44	**.06**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	443	4	.22	.14	**.38**	.13	.14-.59	.21-.55	**.41**	.14	.22	**.38**	.13	.14-.59	**.41**	.14
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	.03	--	**.05**	--	-.35-.45	-----	**.06**	--	.03	**.05**	--	-.35-.45	**.06**	--
Clerical Job: Yes	367	3	.26	.12	**.44**	.00	.22-.64	.44-.44	**.47**	.00	.26	**.44**	.00	.22-.64	**.47**	.00
Context: Research	76	1	.03	--	**.06**	--	-.36-.46	-----	**.06**	--	.03	**.06**	--	-.36-.46	**.06**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	323	3	.18	.07	**.32**	.00	.17-.45	.32-.32	**.34**	.00	.18	**.32**	.00	.17-.45	**.34**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	.07	--	**.12**	--	-.27-.50	-----	**.13**	--	.07	**.12**	--	-.27-.50	**.13**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	323	3	.18	.07	**.32**	.00	.17-.45	.32-.32	**.34**	.00	.18	**.32**	.00	.17-.45	**.34**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	.07	--	**.13**	--	-.28-.51	-----	**.14**	--	.07	**.13**	--	-.28-.51	**.14**	--
Clerical Job: Yes	247	2	.21	.02	**.37**	.00	.32-.42	.37-.37	**.40**	.00	.21	**.37**	.00	.32-.42	**.40**	.00
Context: Research	76	1	.07	--	**.13**	--	-.29-.52	-----	**.14**	--	.07	**.13**	--	-.29-.52	**.14**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	50	1	.44	--	**.56**	--	.29-.78	-----	**.60**	--	.44	**.56**	--	.29-.78	**.60**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	50	1	.44	--	**.53**	--	.27-.76	-----	**.57**	--	.44	**.53**	--	.27-.76	**.57**	--
Sample Type: USES	50	1	.44	--	**.56**	--	.29-.78	-----	**.60**	--	.44	**.56**	--	.29-.78	**.60**	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	50	1	.44	--	**.56**	--	.29-.78	-----	**.60**	--	.44	**.56**	--	.29-.78	**.60**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	50	1	.44	--	**.56**	--	.28-.77	-----	**.60**	--	.44	**.56**	--	.28-.77	**.60**	--

Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A167

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Overall Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	7,124	110	.24	.16	**.42**	.12	.36-.47	.27-.57	**.45**	.12	.24	**.42**	.12	.37-.48	**.45**	.13
Simple Moderator Analyses																
Complexity: High	560	9	.31	.14	**.58**	.00	.43-.71	.58-.58	**.63**	.00	.31	**.58**	.00	.43-.71	**.63**	.00
Complexity: Medium	1,953	32	.27	.17	**.48**	.15	.38-.57	.29-.66	**.51**	.16	.28	**.49**	.15	.39-.58	**.53**	.16
Complexity: Low	3,346	55	.20	.15	**.35**	.07	.29-.41	.25-.45	**.38**	.08	.20	**.35**	.08	.29-.41	**.38**	.08
Sample Type: USES	4,910	90	.23	.16	**.42**	.09	.36-.47	.30-.53	**.45**	.09	.23	**.42**	.09	.36-.47	**.45**	.10
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,214	20	.25	.16	**.43**	.17	.30-.55	.21-.64	**.46**	.18	.26	**.44**	.18	.30-.57	**.47**	.19
Age: Below 40	5,028	86	.24	.16	**.43**	.10	.38-.49	.31-.56	**.46**	.10	.25	**.44**	.10	.38-.49	**.47**	.11
Age: 40 and above	777	10	.19	.13	**.33**	.00	.20-.46	.33-.33	**.36**	.00	.19	**.33**	.00	.20-.46	**.36**	.00
Clerical Job: No	5,870	95	.23	.15	**.40**	.09	.35-.45	.29-.52	**.43**	.10	.23	**.40**	.09	.35-.46	**.43**	.10
Clerical Job: Yes	1,254	15	.30	.17	**.49**	.18	.32-.65	.26-.72	**.53**	.19	.30	**.50**	.19	.32-.67	**.54**	.20
Context: Research	5,598	90	.24	.15	**.43**	.07	.37-.48	.33-.52	**.46**	.08	.24	**.43**	.08	.38-.48	**.46**	.08
Context: Admin.	77	2	.31	.04	**.53**	.00	.44-.62	.53-.53	**.57**	.00	.31	**.53**	.00	.44-.62	**.57**	.00
Hierarchical Moderator Analysis																
Complexity: High	560	9	.31	.14	**.58**	.00	.43-.71	.58-.58	**.63**	.00	.31	**.58**	.00	.43-.71	**.63**	.00
Sample Type: USES	436	8	.30	.16	**.57**	.00	.38-.72	.57-.57	**.61**	.00	.30	**.58**	.00	.37-.74	**.62**	.00
Age: Below 40	436	8	.30	.16	**.57**	.00	.38-.72	.57-.57	**.61**	.00	.30	**.58**	.00	.37-.74	**.62**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.25	.16	**.51**	.00	.27-.69	.51-.51	**.54**	.00	.25	**.50**	.06	.24-.71	**.54**	.06
Clerical Job: Yes	101	2	.44	.06	**.76**	.00	.65-.84	.76-.76	**.81**	.00	.44	**.76**	.00	.65-.84	**.81**	.00
Context: Research	376	5	.29	.11	**.57**	.00	.41-.70	.57-.57	**.61**	.00	.30	**.57**	.00	.40-.71	**.62**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Age: Below 40	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,953	32	.27	.17	**.48**	.15	.38-.57	.29-.66	**.51**	.16	.28	**.49**	.15	.39-.58	**.53**	.16
Sample Type: USES	1,189	25	.26	.16	**.48**	.00	.38-.57	.48-.48	**.51**	.00	.26	**.48**	.00	.38-.57	**.51**	.00
Age: Below 40	1,122	24	.27	.16	**.49**	.00	.38-.58	.49-.49	**.52**	.00	.27	**.49**	.00	.38-.58	**.52**	.00
Age: 40 and above	67	1	.16	--	**.31**	--	-.14-.68	-----	**.33**	--	.16	**.31**	--	-.14-.68	**.33**	--
Clerical Job: No	1,107	23	.26	.16	**.48**	.00	.37-.58	.48-.48	**.51**	.00	.26	**.48**	.00	.37-.58	**.51**	.00
Clerical Job: Yes	82	2	.27	.21	**.49**	.19	-.04-.85	.24-.73	**.52**	.21	.27	**.49**	.19	-.04-.85	**.52**	.21
Context: Research	1,072	23	.29	.15	**.52**	.00	.42-.60	.52-.52	**.55**	.00	.29	**.52**	.00	.42-.60	**.55**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	764	7	.27	.21	**.47**	.26	.21-.70	.14-.81	**.51**	.28	.31	**.52**	.28	.23-.76	**.56**	.30
Age: Below 40	541	2	.22	.11	**.38**	.11	.11-.62	.25-.52	**.41**	.11	.22	**.39**	.12	.10-.65	**.42**	.13
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	593	3	.22	.10	**.39**	.00	.21-.56	.39-.39	**.42**	.00	.24	**.42**	.00	.21-.61	**.45**	.00
Clerical Job: Yes	171	4	.45	.38	**.72**	.41	.14-1.0	.20-1.0	**.77**	.43	.45	**.72**	.41	.14-1.0	**.77**	.43
Context: Research	541	2	.22	.11	**.38**	.11	.11-.62	.25-.52	**.41**	.11	.23	**.41**	.13	.09-.67	**.43**	.14
Context: Admin.	77	2	.31	.04	**.53**	.00	.44-.62	.53-.53	**.57**	.00	.31	**.53**	.00	.44-.62	**.57**	.00
Complexity: Low	3,346	55	.20	.15	**.35**	.07	.29-.41	.25-.45	**.38**	.08	.20	**.35**	.08	.29-.41	**.38**	.08
Sample Type: USES	2,972	50	.20	.14	**.34**	.02	.28-.40	.32-.36	**.37**	.02	.20	**.34**	.00	.28-.41	**.37**	.00
Age: Below 40	2,261	41	.20	.15	**.35**	.00	.27-.42	.35-.35	**.37**	.00	.20	**.35**	.00	.28-.42	**.38**	.00
Age: 40 and above	710	9	.19	.13	**.32**	.08	.18-.46	.22-.43	**.35**	.09	.19	**.32**	.09	.17-.46	**.34**	.09
Clerical Job: No	2,972	50	.20	.14	**.34**	.02	.28-.40	.32-.36	**.37**	.02	.20	**.34**	.00	.28-.41	**.37**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,865	48	.20	.14	**.35**	.00	.28-.41	.35-.35	**.37**	.00	.20	**.35**	.00	.28-.42	**.38**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	374	5	.24	.20	**.42**	.24	.11-.68	.10-.73	**.45**	.26	.24	**.42**	.24	.11-.68	**.45**	.26
Age: Below 40	231	3	.26	.25	**.44**	.33	-.05-.81	.02-.86	**.47**	.35	.26	**.44**	.33	-.05-.81	**.47**	.35
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	307	4	.22	.22	**.37**	.29	.00-.69	.00-.74	**.40**	.31	.22	**.37**	.29	.00-.69	**.40**	.31
Clerical Job: Yes	67	1	.37	--	**.61**	--	.28-.86	-----	**.65**	--	.37	**.61**	--	.28-.86	**.65**	--
Context: Research	307	4	.22	.22	**.37**	.29	.00-.69	.00-.74	**.40**	.31	.22	**.37**	.29	.00-.69	**.40**	.31

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	1,176	9	.19	.08	**.34**	.00	.26-.42	.34-.34	**.37**	.00	.19	**.34**	.00	.24-.44	**.36**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	721	6	.18	.08	**.32**	.00	.21-.43	.32-.32	**.35**	.00	.18	**.32**	.00	.19-.44	**.34**	.00
Complexity: Low	76	1	.09	--	**.16**	--	-.24-.53	-----	**.17**	--	.09	**.16**	--	-.24-.53	**.17**	--
Sample Type: USES	173	3	.10	.10	**.19**	.00	-.03-.39	.19-.19	**.20**	.00	.10	**.19**	.00	-.03-.39	**.20**	.00
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,003	6	.21	.06	**.37**	.00	.29-.45	.37-.37	**.39**	.00	.21	**.38**	.00	.28-.46	**.40**	.00
Age: Below 40	644	4	.16	.07	**.30**	.00	.18-.41	.30-.30	**.32**	.00	.13	**.25**	.00	.08-.40	**.26**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	772	6	.16	.07	**.30**	.00	.19-.39	.30-.30	**.32**	.00	.15	**.28**	.00	.15-.39	**.30**	.00
Clerical Job: Yes	404	3	.24	.06	**.43**	.00	.32-.53	.43-.43	**.46**	.00	.25	**.44**	.00	.32-.55	**.47**	.00
Context: Research	665	4	.17	.04	**.31**	.00	.23-.39	.31-.31	**.33**	.00	.16	**.30**	.00	.21-.38	**.32**	.00
Context: Admin.	77	2	.31	.04	**.53**	.00	.44-.62	.53-.53	**.57**	.00	.31	**.53**	.00	.44-.62	**.57**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	721	6	.18	.08	**.32**	.00	.21-.43	.32-.32	**.35**	.00	.18	**.32**	.00	.19-.44	**.34**	.00
Sample Type: USES	173	3	.10	.10	**.19**	.00	-.03-.40	.19-.19	**.21**	.00	.10	**.19**	.00	-.03-.40	**.21**	.00
Age: Below 40	173	3	.10	.10	**.19**	.00	-.03-.40	.19-.19	**.21**	.00	.10	**.19**	.00	-.03-.40	**.21**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	173	3	.10	.10	**.19**	.00	-.03-.40	.19-.19	**.21**	.00	.10	**.19**	.00	-.03-.40	**.21**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	118	2	.15	.07	**.28**	.00	.09-.46	.28-.28	**.30**	.00	.15	**.28**	.00	.09-.46	**.30**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	548	3	.20	.06	**.36**	.00	.25-.46	.36-.36	**.39**	.00	.21	**.38**	.00	.25-.50	**.40**	.00
Age: Below 40	471	1	.19	--	**.33**	--	.18-.47	-----	**.35**	--	.19	**.33**	--	.16-.49	**.35**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	523	2	.20	.05	**.35**	.00	.24-.45	.35-.35	**.37**	.00	.20	**.36**	.00	.23-.48	**.38**	.00
Clerical Job: Yes	25	1	.36	--	**.60**	--	.00-.98	-----	**.64**	--	.36	**.60**	--	.00-.98	**.64**	--
Context: Research	471	1	.19	--	**.33**	--	.18-.47	-----	**.35**	--	.19	**.33**	--	.14-.51	**.35**	--
Context: Admin.	77	2	.31	.04	**.53**	.00	.44-.62	.53-.53	**.57**	.00	.31	**.53**	.00	.44-.62	**.57**	.00

Complexity: Low	76	1	.09	--	**.16**	--	-.24-.53	-----	**.17**	--	.09	**.16**	--	-.24-.53	**.17**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	.09	--	**.16**	--	-.24-.53	-----	**.17**	--	.09	**.16**	--	-.24-.53	**.17**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	.09	--	**.16**	--	-.24-.53	-----	**.17**	--	.09	**.16**	--	-.24-.53	**.17**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	.09	--	**.16**	--	-.24-.53	-----	**.17**	--	.09	**.16**	--	-.24-.53	**.17**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	5,727	98	.25	.16	**.44**	.10	.38-.49	.31-.56	**.47**	.11	.25	**.44**	.10	.38-.49	**.47**	.11
Simple Moderator Analyses																
Complexity: High	560	9	.31	.14	**.58**	.00	.43-.71	.58-.58	**.63**	.00	.31	**.58**	.00	.43-.71	**.63**	.00
Complexity: Medium	1,130	24	.31	.16	**.55**	.00	.45-.64	.55-.55	**.59**	.00	.31	**.55**	.00	.45-.64	**.59**	.00
Complexity: Low	3,270	54	.21	.15	**.35**	.08	.29-.42	.26-.45	**.38**	.08	.21	**.35**	.08	.29-.42	**.38**	.08
Sample Type: USES	4,737	87	.24	.16	**.42**	.08	.37-.48	.31-.53	**.45**	.09	.24	**.42**	.09	.37-.48	**.45**	.09
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	990	11	.30	.16	**.49**	.15	.30-.67	.29-.69	**.53**	.16	.30	**.49**	.15	.30-.67	**.53**	.16
Age: Below 40	4,384	82	.25	.16	**.45**	.10	.39-.51	.32-.58	**.48**	.11	.25	**.45**	.10	.39-.51	**.48**	.11
Age: 40 and above	777	10	.19	.13	**.33**	.00	.20-.46	.33-.33	**.36**	.00	.19	**.33**	.00	.20-.46	**.36**	.00
Clerical Job: No	4,979	88	.24	.16	**.42**	.10	.37-.48	.30-.55	**.45**	.11	.24	**.42**	.10	.37-.48	**.45**	.11
Clerical Job: Yes	748	10	.31	.15	**.50**	.12	.30-.69	.35-.65	**.54**	.12	.31	**.50**	.12	.30-.69	**.54**	.12
Context: Research	4,933	86	.25	.16	**.44**	.08	.39-.49	.34-.55	**.47**	.09	.25	**.44**	.08	.39-.49	**.47**	.09
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	560	9	.31	.14	**.58**	.00	.43-.71	.58-.58	**.63**	.00	.31	**.58**	.00	.43-.71	**.63**	.00
Sample Type: USES	436	8	.30	.16	**.57**	.00	.38-.72	.57-.57	**.61**	.00	.30	**.58**	.00	.37-.74	**.62**	.00
Age: Below 40	436	8	.30	.16	**.57**	.00	.38-.72	.57-.57	**.61**	.00	.30	**.58**	.00	.37-.74	**.62**	.00
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	335	6	.25	.16	**.51**	.00	.27-.69	.51-.51	**.54**	.00	.25	**.50**	.06	.24-.71	**.54**	.06
Clerical Job: Yes	101	2	.44	.06	**.76**	.00	.65-.84	.76-.76	**.81**	.00	.44	**.76**	.00	.65-.84	**.81**	.00
Context: Research	376	5	.29	.11	**.57**	.00	.41-.70	.57-.57	**.61**	.00	.30	**.57**	.00	.40-.71	**.62**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Age: Below 40	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	124	1	.37	--	**.62**	--	.38-.80	-----	**.66**	--	.37	**.62**	--	.38-.80	**.66**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	1,130	24	.31	.16	**.55**	.00	.45-.64	.55-.55	**.59**	.00	.31	**.55**	.00	.45-.64	**.59**	.00
Sample Type: USES	1,016	22	.29	.15	**.52**	.00	.42-.61	.52-.52	**.56**	.00	.29	**.52**	.00	.42-.61	**.56**	.00
Age: Below 40	949	21	.30	.15	**.53**	.00	.43-.63	.53-.53	**.57**	.00	.30	**.53**	.00	.43-.63	**.57**	.00
Age: 40 and above	67	1	.16	--	**.31**	--	-.14-.68	-----	**.33**	--	.16	**.31**	--	-.14-.68	**.33**	--
Clerical Job: No	934	20	.29	.15	**.52**	.00	.42-.62	.52-.52	**.56**	.00	.29	**.52**	.00	.42-.62	**.56**	.00
Clerical Job: Yes	82	2	.27	.21	**.49**	.19	-.04-.85	.24-.73	**.52**	.21	.27	**.49**	.19	-.04-.85	**.52**	.21
Context: Research	954	21	.30	.14	**.54**	.00	.44-.63	.54-.54	**.58**	.00	.30	**.54**	.00	.44-.63	**.58**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	114	2	.49	.13	**.77**	.00	.54-.94	.77-.77	**.82**	.00	.49	**.77**	.00	.54-.94	**.82**	.00
Age: Below 40	70	1	.42	--	**.68**	--	.40-.90	-----	**.73**	--	.42	**.68**	--	.40-.90	**.73**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	70	1	.42	--	**.68**	--	.40-.90	-----	**.73**	--	.42	**.68**	--	.40-.90	**.73**	--
Clerical Job: Yes	44	1	.61	--	**.89**	--	.67-1.0	-----	**.95**	--	.61	**.89**	--	.67-1.0	**.95**	--
Context: Research	70	1	.42	--	**.68**	--	.40-.90	-----	**.73**	--	.42	**.68**	--	.40-.90	**.73**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	3,270	54	.21	.15	**.35**	.08	.29-.42	.26-.45	**.38**	.08	.21	**.35**	.08	.29-.42	**.38**	.08
Sample Type: USES	2,972	50	.20	.14	**.34**	.02	.28-.40	.32-.36	**.37**	.02	.20	**.34**	.00	.28-.41	**.37**	.00
Age: Below 40	2,261	41	.20	.15	**.35**	.00	.27-.42	.35-.35	**.37**	.00	.20	**.35**	.00	.28-.42	**.38**	.00
Age: 40 and above	710	9	.19	.13	**.32**	.08	.18-.46	.22-.43	**.35**	.09	.19	**.32**	.09	.17-.46	**.34**	.09
Clerical Job: No	2,972	50	.20	.14	**.34**	.02	.28-.40	.32-.36	**.37**	.02	.20	**.34**	.00	.28-.41	**.37**	.00
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	2,865	48	.20	.14	**.35**	.00	.28-.41	.35-.35	**.37**	.00	.20	**.35**	.00	.28-.42	**.38**	.00
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	298	4	.28	.21	**.48**	.25	.13-.76	.16-.80	**.51**	.27	.28	**.48**	.25	.13-.76	**.51**	.27
Age: Below 40	231	3	.26	.25	**.44**	.33	-.05-.81	.02-.86	**.47**	.35	.26	**.44**	.33	-.05-.81	**.47**	.35

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	231	3	.26	.25	**.44**	.33	-.05-.81	.02-.86	**.47**	.35	.26	**.44**	.33	-.05-.81	**.47**	.35
Clerical Job: Yes	67	1	.37	--	**.61**	--	.28-.86	-----	**.65**	--	.37	**.61**	--	.28-.86	**.65**	--
Context: Research	231	3	.26	.25	**.44**	.33	-.05-.81	.02-.86	**.47**	.35	.26	**.44**	.33	-.05-.82	**.47**	.35
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	221	3	.24	.39	**.42**	.59	-.36-.96	-.34-1.0	**.45**	.63	.24	**.42**	.59	-.36-.96	**.45**	.63
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	102	2	.41	.58	**.67**	.73	-.66-1.0	-.26-1.0	**.71**	.78	.41	**.67**	.73	-.66-1.0	**.71**	.78
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	221	3	.24	.39	**.42**	.59	-.36-.96	-.34-1.0	**.45**	.63	.24	**.42**	.59	-.36-.96	**.45**	.63
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	119	1	.10	--	**.17**	--	-.15-.47	-----	**.18**	--	.10	**.17**	--	-.15-.47	**.18**	--
Clerical Job: Yes	102	2	.41	.58	**.67**	.73	-.66-1.0	-.26-1.0	**.71**	.78	.41	**.67**	.73	-.66-1.0	**.71**	.78
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	102	2	.41	.58	**.67**	.73	-.66-1.0	-.26-1.0	**.71**	.78	.41	**.67**	.73	-.66-1.0	**.71**	.78
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	102	2	.41	.58	**.67**	.73	-.66-1.0	-.26-1.0	**.71**	.78	.41	**.67**	.73	-.66-1.0	**.71**	.78
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	102	2	.41	.58	**.67**	.73	-.66-1.0	-.26-1.0	**.71**	.78	.41	**.67**	.73	-.66-1.0	**.71**	.78
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A168

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and CWB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	189	2	-.22	.05	**-.39**	.00	-.50--.29	-.39--.39	**-.42**	.00	-.22	**-.39**	.00	-.50--.29	**-.42**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	113	1	-.25	--	**-.45**	--	-.70--.14	-----	**-.48**	--	-.25	**-.45**	--	-.70--.14	**-.48**	--
Complexity: Low	76	1	-.18	--	**-.32**	--	-.65-.07	-----	**-.34**	--	-.18	**-.32**	--	-.65-.07	**-.34**	--
Sample Type: USES	113	1	-.25	--	**-.44**	--	-.69--.14	-----	**-.47**	--	-.25	**-.44**	--	-.73--.09	**-.47**	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	76	1	-.18	--	**-.32**	--	-.66-.07	-----	**-.34**	--	-.18	**-.32**	--	-.66-.07	**-.34**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	113	1	-.25	--	**-.43**	--	-.69--.13	-----	**-.47**	--	-.25	**-.43**	--	-.69--.13	**-.47**	--
Clerical Job: No	189	2	-.22	.05	**-.39**	.00	-.49--.28	-.39--.39	**-.42**	.00	-.22	**-.39**	.00	-.49--.28	**-.42**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	189	2	-.22	.05	**-.40**	.00	-.50--.29	-.40--.40	**-.43**	.00	-.22	**-.40**	.00	-.50--.29	**-.43**	.00
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																

All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Subjective--Supervisor Ratings---All CWB-O Measures																	
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																	
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																	
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																	
All	189	2	-.22	.05	-.39	.00	-.50--.29	-.39--.39	-.42	.00	-.22	-.39	.00	-.50--.29	-.42	.00	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Complexity: Medium	113	1	-.25	--	-.45	--	-.70--.14	-----	-.48	--	-.25	-.45	--	-.70--.14	-.48	--	
Complexity: Low	76	1	-.18	--	-.32	--	-.65-.07	-----	-.34	--	-.18	-.32	--	-.65-.07	-.34	--	
Sample Type: USES	113	1	-.25	--	-.44	--	-.69--.14	-----	-.47	--	-.25	-.44	--	-.73--.09	-.47	--	
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Sample Type: Civilian	76	1	-.18	--	-.32	--	-.66-.07	-----	-.34	--	-.18	-.32	--	-.66-.07	-.34	--	
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Age: 40 and above	113	1	-.25	--	-.43	--	-.69--.13	-----	-.47	--	-.25	-.43	--	-.69--.13	-.47	--	
Clerical Job: No	189	2	-.22	.05	-.39	.00	-.49--.28	-.39--.39	-.42	.00	-.22	-.39	.00	-.49--.28	-.42	.00	
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Context: Research	189	2	-.22	.05	-.40	.00	-.50--.29	-.40--.40	-.43	.00	-.22	-.40	.00	-.50--.29	-.43	.00	
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																	
All	76	1	-.18	--	-.32	--	-.66-.07	-----	-.34	--	-.18	-.32	--	-.66-.07	-.34	--	
Simple Moderator Analyses																	
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Complexity: Low	76	1	-.18	--	-.32	--	-.65-.07	-----	-.34	--	-.18	-.32	--	-.65-.07	-.34	--	
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Sample Type: Civilian	76	1	-.18	--	-.32	--	-.66-.07	-----	-.34	--	-.18	-.32	--	-.66-.07	-.34	--	
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	
Clerical Job: No	76	1	-.18	--	-.32	--	-.66-.07	-----	-.34	--	-.18	-.32	--	-.66-.07	-.34	--	
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--	

																	1229	
Context: Research	76	1	-.18	--	-.33	--	-.67-.07	-----	-.36	--		-.18	-.33	--	-.67-.07	-.36		--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--		--	--	--	-----	--		--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---All CWB Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---Composite/Overall CWB Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---All CWB-I Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---CWB-I (Overall) Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---CWB-I (Approach) Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---All CWB-O Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---CWB-O (Overall) Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---CWB-O (Approach) Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																		
All	--	--	--	--	--	--	--	--	--	--		--	--	--	--	--	--	

Table A169

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and OCB

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	76	1	-.02	--	**-.03**	--	-.42-.38	-----	**-.03**	--	-.02	**-.03**	--	-.42-.38	**-.03**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.02	--	**-.03**	--	-.42-.37	-----	**-.03**	--	-.02	**-.03**	--	-.42-.37	**-.03**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	-.02	--	**-.03**	--	-.42-.38	-----	**-.03**	--	-.02	**-.03**	--	-.42-.38	**-.03**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	-.02	--	**-.03**	--	-.42-.37	-----	**-.03**	--	-.02	**-.03**	--	-.42-.37	**-.03**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	-.02	--	**-.03**	--	-.44-.39	-----	**-.03**	--	-.02	**-.03**	--	-.44-.39	**-.03**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	76	1	-.04	--	**-.07**	--	-.46-.33	-----	**-.08**	--	-.04	**-.07**	--	-.46-.33	**-.08**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	-.04	--	**-.07**	--	-.45-.33	-----	**-.08**	--	-.04	**-.07**	--	-.45-.33	**-.08**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	-.04	--	**-.07**	--	-.46-.33	-----	**-.08**	--	-.04	**-.07**	--	-.46-.33	**-.08**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Clerical Job: No	76	1	-.04	--	**-.07**	--	-.46-.33	-----	**-.08**	--	-.04	**-.07**	--	-.46-.33	**-.08**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	76	1	-.04	--	**-.08**	--	-.48-.34	-----	**-.08**	--	-.04	**-.08**	--	-.48-.34	**-.08**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	76	1	.01	--	**.02**	--	-.38-.42	-----	**.02**	--	.01	**.02**	--	-.38-.42	**.02**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	76	1	.01	--	**.02**	--	-.38-.41	-----	**.02**	--	.01	**.02**	--	-.38-.41	**.02**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	76	1	.01	--	**.02**	--	-.38-.42	-----	**.02**	--	.01	**.02**	--	-.38-.42	**.02**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	76	1	.01	--	**.02**	--	-.38-.42	-----	**.02**	--	.01	**.02**	--	-.38-.42	**.02**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	76	1	.01	--	**.02**	--	-.40-.43	-----	**.02**	--	.01	**.02**	--	-.40-.43	**.02**	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	76	1	.01	--	**.02**	--	-.38-.42	-----	**.02**	--	.01	**.02**	--	-.38-.42	**.02**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	76	1	.01	--	**.02**	--	-.38-.41	-----	**.02**	--	.01	**.02**	--	-.38-.41	**.02**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	76	1	.01	--	**.02**	--	-.38-.42	-----	**.02**	--	.01	**.02**	--	-.38-.42	**.02**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	76	1	.01	--	**.02**	--	-.38-.42	-----	**.02**	--	.01	**.02**	--	-.38-.42	**.02**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	76	1	.01	--	**.02**	--	-.40-.43	-----	**.02**	--	.01	**.02**	--	-.40-.43	**.02**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																	
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																	
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																	
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A170

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	N	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A171

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Accidents

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A172

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A173

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Absences/Tardiness

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A174

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A175

Predictive Validity for Compound---Fluid--Quantitative Reasoning & Processing Speed--Number Facility and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A176

Predictive Validity of Compound---Fluid & Visual Processing and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																

																1242
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A177

Predictive Validity for Compound---Fluid & Visual Processing and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Production Record																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A178

Predictive Validity for Compound---Fluid & Visual Processing and Overall Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Age: Below 40	223	1	.34	--	**.61**	--	.42-.76	-----	**.63**	--	.34	**.61**	--	.32-.82	**.63**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Age: Below 40	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.41-.77	**.64**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Age: Below 40	223	1	.34	--	**.61**	--	.42-.76	-----	**.63**	--	.34	**.61**	--	.32-.82	**.63**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Age: Below 40	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.43-.76	**.64**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	223	1	.34	--	**.61**	--	.43-.76	-----	**.64**	--	.34	**.61**	--	.41-.77	**.64**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Simple Moderator Analyses																
Complexity: High	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	61	1	.35	--	**.69**	--	.29-.94	-----	**.73**	--	.35	**.69**	--	.29-.94	**.73**	--
Clerical Job: No	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Simple Moderator Analyses																
Complexity: High	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	61	1	.35	--	**.69**	--	.29-.94	-----	**.73**	--	.35	**.69**	--	.29-.94	**.73**	--
Clerical Job: No	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	61	1	.35	--	**.69**	--	.28-.94	-----	**.72**	--	.35	**.69**	--	.28-.94	**.72**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A179

Predictive Validity for Compound---Fluid & Visual Processing and CWB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A180

Predictive Validity for Compound---Fluid & Visual Processing and OCB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A181

Predictive Validity for Compound---Fluid & Visual Processing and Performance Outcomes

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--All Performance Outcomes Measures																
All	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Age: Below 40	352	2	.33	.11	**.46**	.10	.26-.62	.32-.59	**.48**	.11	.31	**.43**	.08	.22-.61	**.45**	.09
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	129	1	.23	--	**.33**	--	.10-.53	-----	**.35**	--	.23	**.33**	--	.10-.53	**.35**	--
Clerical Job: Yes	223	1	.39	--	**.53**	--	.39-.65	-----	**.56**	--	.39	**.53**	--	.39-.65	**.56**	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	129	1	.23	--	**.33**	--	.10-.53	-----	**.35**	--	.23	**.33**	--	.10-.53	**.35**	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Age: Below 40	352	2	.33	.11	**.46**	.10	.26-.62	.32-.59	**.48**	.11	.31	**.43**	.08	.22-.61	**.45**	.09
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	129	1	.23	--	**.33**	--	.10-.53	-----	**.35**	--	.23	**.33**	--	.10-.53	**.35**	--
Clerical Job: Yes	223	1	.39	--	**.53**	--	.39-.65	-----	**.56**	--	.39	**.53**	--	.39-.65	**.56**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	129	1	.23	--	**.33**	--	.10-.53	-----	**.35**	--	.23	**.33**	--	.10-.53	**.35**	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	352	2	.33	.11	**.46**	.10	.26-.63	.33-.59	**.48**	.11	.33	**.46**	.10	.26-.63	**.48**	.11
Age: Below 40	352	2	.33	.11	**.46**	.10	.26-.62	.32-.59	**.48**	.11	.31	**.43**	.08	.22-.61	**.45**	.09
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	129	1	.23	--	**.33**	--	.10-.53	-----	**.35**	--	.23	**.33**	--	.10-.53	**.35**	--
Clerical Job: Yes	223	1	.39	--	**.53**	--	.39-.65	-----	**.56**	--	.39	**.53**	--	.39-.65	**.56**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	129	1	.23	--	**.33**	--	.10-.53	-----	**.35**	--	.23	**.33**	--	.10-.53	**.35**	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A182

Predictive Validity for Compound---Fluid & Visual Processing and Accidents

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A183

Predictive Validity for Compound---Fluid & Visual Processing and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A184

Predictive Validity for Compound---Fluid & Visual Processing and Absences/Tardiness

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A185

Predictive Validity for Compound---Fluid & Visual Processing and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A186

Predictive Validity for Compound---Fluid & Visual Processing and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A187

Predictive Validity of Compound---Acquired Knowledge & Visual Processing and Performance Determinants

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A188

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Production Record																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A189

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Overall Performance

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	5,278	4	.12	.03	**.17**	.00	.13-.20	.17-.17	**.18**	.00	.12	**.17**	.00	.13-.20	**.18**	.00
Sample Type: Civilian	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Composite Overall Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A190

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and CWB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A191

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and OCB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A192

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A193

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Accidents

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A194

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A195

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Absences/Tardiness

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A196

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A197

Predictive Validity for Compound---Acquired Knowledge & Visual Processing and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A198

Predictive Validity of Compound---Acquired Knowledge--Verbal Ability & Memory and Performance Determinants

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																

																1280
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A199

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Production Record																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	----	----	--	--	--	--	--	----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A200

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Overall Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Age: Below 40	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Clerical Job: Yes	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Age: Below 40	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Clerical Job: Yes	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	51	1	.11	--	**.20**	--	-.29-.63	-----	**.20**	--	.11	**.20**	--	-.29-.63	**.20**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	--	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Table A201

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and CWB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A202

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and OCB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A203

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	*N*	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A204

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Accidents

Criterion	N	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A205

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Potential

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Subjective--Supervisor Ratings---All Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A206

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Absences/Tardiness

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A207

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A208

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability & Memory and Miscellaneous Other

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A209

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Performance Determinants

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Cognitive Determinants---Job Knowledge Test																
All	90	3	.28	.31	**.36**	.30	-.09-.75	-.02-.74	**.38**	.31	.28	**.36**	.30	-.09-.75	**.38**	.31
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	90	3	.28	.31	**.37**	.30	-.09-.76	-.02-.76	**.39**	.32	.28	**.37**	.30	-.09-.76	**.39**	.32
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	90	3	.28	.31	**.36**	.30	-.09-.75	-.02-.74	**.38**	.31	.28	**.36**	.30	-.09-.75	**.38**	.31
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	90	3	.28	.31	**.37**	.30	-.09-.76	-.02-.76	**.39**	.32	.28	**.37**	.30	-.09-.76	**.39**	.32
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	90	3	.28	.31	**.37**	.30	-.09-.76	-.02-.76	**.39**	.32	.28	**.37**	.30	-.09-.76	**.39**	.32
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	90	3	.28	.31	**.37**	.30	-.09-.76	-.02-.76	**.39**	.32	.28	**.37**	.30	-.09-.76	**.39**	.32
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	90	3	.28	.31	**.37**	.30	-.09-.76	-.02-.76	**.39**	.32	.28	**.37**	.30	-.09-.76	**.39**	.32
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---All Performance Determinants Measures																
All	598	6	.08	.13	**.13**	.12	-.04-.30	-.02-.29	**.14**	.13	.08	**.13**	.12	-.04-.30	**.14**	.13
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	101	2	.32	.04	**.51**	.00	.43-.59	.51-.51	**.54**	.00	.32	**.51**	.00	.43-.59	**.54**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	598	6	.08	.13	**.13**	.12	-.04-.30	-.02-.29	**.14**	.13	.08	**.13**	.12	-.04-.30	**.14**	.13
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	598	6	.08	.13	**.14**	.12	-.04-.31	-.02-.30	**.14**	.13	.08	**.14**	.13	-.04-.31	**.15**	.13
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Performance Determinants Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures																
All	598	6	.08	.13	**.13**	.12	-.04-.30	-.02-.29	**.14**	.13	.08	**.13**	.12	-.04-.30	**.14**	.13
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	101	2	.32	.04	**.51**	.00	.43-.59	.51-.51	**.54**	.00	.32	**.51**	.00	.43-.59	**.54**	.00
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	598	6	.08	.13	**.13**	.12	-.04-.30	-.02-.29	**.14**	.13	.08	**.13**	.12	-.04-.30	**.14**	.13
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	598	6	.08	.13	**.14**	.12	-.04-.31	-.02-.30	**.14**	.13	.08	**.14**	.13	-.04-.31	**.15**	.13
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	399	4	.11	.16	**.19**	.18	-.06-.43	-.04-.41	**.20**	.19	.12	**.19**	.18	-.06-.44	**.20**	.19

Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	101	2	.33	.06	**.54**	.00	.40-.66	.54-.54	**.57**	.00	.33	**.54**	.00	.40-.66	**.57**	.00
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	399	4	.11	.16	**.19**	.18	-.06-.43	-.04-.41	**.20**	.19	.11	**.19**	.18	-.06-.43	**.20**	.19
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	399	4	.11	.16	**.19**	.18	-.06-.44	-.04-.43	**.20**	.19	.12	**.20**	.19	-.07-.45	**.21**	.20
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	245	3	.08	.16	**.13**	.17	-.16-.41	-.09-.35	**.13**	.18	.08	**.13**	.17	-.16-.41	**.13**	.18
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	46	1	.31	--	**.51**	--	.08-.85	-----	**.54**	--	.31	**.51**	--	.08-.85	**.54**	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	245	3	.08	.16	**.13**	.17	-.16-.41	-.09-.35	**.13**	.18	.08	**.13**	.17	-.16-.41	**.13**	.18
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	245	3	.08	.16	**.13**	.18	-.17-.42	-.10-.36	**.14**	.19	.08	**.13**	.18	-.17-.42	**.14**	.19
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Conscientiousness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Emotional Stability																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Personality) Performance Determinants Measures----Other																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Non-Cognitive (Other) Performance Determinants Measures----Physical Abilities																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Cognitive Performance Determinants Measures----Domain-General																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Cognitive Performance Determinants Measures----Job-Related																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Non-Cognitive Performance Determinants Measures----Extraversion																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A210

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Task Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Technical Performance---Work Sample																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Combined Work Sample & Job Knowledge Test																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Objective--Technical Performance---Production Record																
All	211	3	.06	.08	**.09**	.00	-.04-.22	.09-.09	**.10**	.00	.06	**.09**	.00	-.04-.22	**.10**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	106	2	.01	.06	**.01**	.00	-.11-.13	.01-.01	**.01**	.00	.01	**.01**	.00	-.11-.13	**.01**	.00
Complexity: Low	105	1	.12	--	**.17**	--	-.10-.43	-----	**.18**	--	.12	**.17**	--	-.11-.45	**.18**	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	211	3	.06	.08	**.09**	.00	-.04-.22	.09-.09	**.10**	.00	.06	**.09**	.00	-.04-.22	**.10**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	211	3	.06	.08	**.09**	.00	-.04-.22	.09-.09	**.10**	.00	.06	**.09**	.00	-.04-.22	**.10**	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	105	1	.12	--	**.17**	--	-.10-.43	-----	**.18**	--	.12	**.17**	--	-.10-.43	**.18**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	106	2	.01	.06	**.01**	.00	-.11-.13	.01-.01	**.01**	.00	.01	**.01**	.00	-.11-.13	**.01**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	106	2	.01	.06	**.01**	.00	-.11-.13	.01-.01	**.01**	.00	.01	**.01**	.00	-.11-.13	**.01**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Clerical Job: Yes	106	2	.01	.06	**.01**	.00	-.11-.13	.01-.01	**.01**	.00	.01	**.01**	.00	-.11-.13	**.01**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	105	1	.12	--	**.17**	--	-.10-.43	-----	**.18**	--	.12	**.17**	--	-.11-.45	**.18**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	105	1	.12	--	**.17**	--	-.10-.43	-----	**.18**	--	.12	**.17**	--	-.10-.43	**.18**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	105	1	.12	--	**.17**	--	-.10-.43	-----	**.18**	--	.12	**.17**	--	-.10-.43	**.18**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	105	1	.12	--	**.17**	--	-.10-.43	-----	**.18**	--	.12	**.17**	--	-.10-.43	**.18**	--
Subjective--Supervisor Ratings---All Task Performance Measures																
All	1,727	22	.18	.17	**.29**	.16	.18-.40	.09-.49	**.31**	.17	.18	**.29**	.16	.18-.40	**.31**	.17
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16
Complexity: Low	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.25-.40	**.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,727	22	.18	.17	**.29**	.16	.18-.40	.09-.49	**.31**	.17	.18	**.29**	.16	.18-.40	**.31**	.17
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	1,727	22	.18	.17	**.30**	.17	.19-.41	.09-.51	**.32**	.18	.18	**.30**	.17	.18-.41	**.32**	.18
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16

Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.25-.40	**.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.24-.39	**.09**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.24-.39	**.09**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite/Overall Task Performance Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures																
All	1,727	22	.18	.17	**.29**	.16	.18-.40	.09-.49	**.31**	.17	.18	**.29**	.16	.18-.40	**.31**	.17
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16
Complexity: Low	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.25-.40	**.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,727	22	.18	.17	**.29**	.16	.18-.40	.09-.49	**.31**	.17	.18	**.29**	.16	.18-.40	**.31**	.17
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	1,727	22	.18	.17	**.30**	.17	.19-.41	.09-.51	**.32**	.18	.18	**.30**	.17	.18-.41	**.32**	.18
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																

Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	343	9	.31	.22	**.50**	.15	.29-.70	.31-.70	**.53**	.16	.31	**.50**	.15	.29-.70	**.53**	.16
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.25-.40	**.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.24-.39	**.09**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	102	1	.05	--	**.08**	--	-.24-.39	-----	**.09**	--	.05	**.08**	--	-.24-.39	**.09**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Accuracy/Quality																
All	1,169	14	.17	.20	**.28**	.23	.12-.44	-.02-.58	**.30**	.25	.17	**.28**	.24	.11-.44	**.29**	.26
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	225	6	.32	.18	**.52**	.00	.29-.72	.52-.52	**.55**	.00	.32	**.52**	.00	.29-.72	**.55**	.00
Complexity: Low	102	1	.03	--	**.05**	--	-.27-.36	-----	**.05**	--	.03	**.05**	--	-.28-.37	**.05**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,169	14	.17	.20	**.28**	.23	.12-.44	-.02-.58	**.30**	.25	.17	**.28**	.23	.12-.44	**.30**	.25
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	1,169	14	.17	.20	**.29**	.24	.12-.45	-.02-.60	**.31**	.26	.17	**.29**	.25	.11-.45	**.30**	.26
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Quantity/Speed																
All	1,051	11	.18	.14	**.28**	.09	.16-.41	.17-.40	**.30**	.09	.18	**.29**	.09	.15-.41	**.30**	.10
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	107	3	.31	.11	**.51**	.00	.31-.68	.51-.51	**.54**	.00	.31	**.51**	.00	.31-.68	**.54**	.00
Complexity: Low	102	1	.07	--	**.11**	--	-.20-.42	-----	**.12**	--	.07	**.12**	--	-.21-.43	**.12**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	1,051	11	.18	.14	**.28**	.09	.16-.41	.17-.40	**.30**	.09	.18	**.28**	.09	.16-.41	**.30**	.09
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	1,051	11	.18	.14	**.29**	.10	.16-.42	.17-.42	**.31**	.10	.18	**.29**	.10	.16-.42	**.31**	.10
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	298	2	.05	.07	**.08**	.00	-.07-.23	.08-.08	**.08**	.00	.05	**.08**	.00	-.08-.23	**.08**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	298	2	.05	.07	**.08**	.00	-.07-.23	.08-.08	**.08**	.00	.05	**.08**	.00	-.07-.23	**.08**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	298	2	.05	.07	**.08**	.00	-.07-.23	.08-.08	**.09**	.00	.05	**.08**	.00	-.08-.24	**.08**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Technical Performance Measures----Misc. Job-Related																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Supervisor Ratings---Communication Performance Measures----Overall																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Communication Performance Measures----Writing																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures--Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Other (non-peer/supervisor) Ratings---Technical Performance Measures----Accuracy/Quality																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Task Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Quantity/Speed																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Technical Performance Measures----Analysis/Problem-Solving/Judgment																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Communication Performance Measures----Oral/Speaking																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mixed Objective/Subjective---Technical Performance Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A211

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Overall Performance

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Overall Performance Measures																
All	2,398	32	.27	.16	**.43**	.07	.35-.52	.34-.53	**.46**	.08	.28	**.44**	.07	.35-.52	**.47**	.07
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	308	6	.37	.21	**.59**	.15	.34-.81	.40-.79	**.63**	.16	.37	**.59**	.15	.34-.81	**.63**	.16
Complexity: Low	244	6	.43	.13	**.65**	.00	.51-.78	.65-.65	**.69**	.00	.43	**.65**	.00	.51-.78	**.69**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	2,398	32	.27	.16	**.43**	.07	.35-.52	.34-.53	**.46**	.08	.27	**.43**	.07	.35-.52	**.46**	.08
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	257	5	.37	.15	**.57**	.00	.38-.75	.57-.57	**.61**	.00	.37	**.57**	.00	.38-.75	**.61**	.00
Clerical Job: Yes	2,141	27	.26	.16	**.43**	.10	.34-.52	.31-.55	**.45**	.10	.26	**.43**	.09	.34-.52	**.46**	.10
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	308	6	.37	.21	**.59**	.15	.34-.81	.40-.79	**.63**	.16	.37	**.59**	.15	.34-.81	**.63**	.16
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	308	6	.37	.21	**.59**	.15	.34-.81	.40-.79	**.63**	.16	.37	**.59**	.15	.34-.81	**.63**	.16
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	168	2	.44	.06	**.68**	.00	.58-.78	.68-.68	**.72**	.00	.44	**.68**	.00	.58-.78	**.72**	.00
Clerical Job: Yes	140	4	.29	.30	**.47**	.35	-.01-.86	.03-.92	**.50**	.37	.29	**.47**	.35	-.01-.86	**.50**	.37
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	244	6	.43	.13	**.65**	.00	.51-.78	.65-.65	**.69**	.00	.43	**.65**	.00	.51-.78	**.69**	.00

Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	244	6	.43	.13	**.65**	.00	.51-.78	.65-.65	**.69**	.00	.43	**.65**	.00	.51-.78	**.69**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	244	6	.43	.13	**.65**	.00	.51-.78	.65-.65	**.69**	.00	.43	**.65**	.00	.51-.78	**.69**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Composite Overall Performance Measures																
All	208	5	.25	.24	**.40**	.23	.08-.69	.11-.70	**.43**	.25	.25	**.40**	.23	.08-.69	**.43**	.25
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	48	1	-.05	--	**-.09**	--	-.54-.39	-----	**-.09**	--	-.05	**-.09**	--	-.54-.39	**-.09**	--
Complexity: Low	67	2	.40	.04	**.62**	.00	.55-.68	.62-.62	**.66**	.00	.40	**.62**	.00	.55-.68	**.66**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	208	5	.25	.24	**.40**	.23	.08-.69	.11-.70	**.43**	.25	.25	**.40**	.23	.08-.69	**.43**	.25
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	208	5	.25	.24	**.42**	.24	.08-.71	.11-.72	**.44**	.26	.25	**.42**	.24	.08-.71	**.44**	.26
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	48	1	-.05	--	**-.09**	--	-.54-.39	-----	**-.09**	--	-.05	**-.09**	--	-.54-.39	**-.09**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	48	1	-.05	--	**-.09**	--	-.54-.39	-----	**-.09**	--	-.05	**-.09**	--	-.54-.39	**-.09**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	48	1	-.05	--	**-.09**	--	-.54-.39	-----	**-.09**	--	-.05	**-.09**	--	-.54-.39	**-.09**	--

Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	67	2	.40	.04	**.62**	.00	.55-.68	.62-.62	**.66**	.00	.40	**.62**	.00	.55-.68	**.66**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	67	2	.40	.04	**.62**	.00	.55-.68	.62-.62	**.66**	.00	.40	**.62**	.00	.55-.68	**.66**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	67	2	.40	.04	**.62**	.00	.55-.68	.62-.62	**.66**	.00	.40	**.62**	.00	.55-.68	**.66**	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Direct Overall Performance Measures																
All	1,880	23	.26	.15	**.41**	.07	.32-.51	.33-.50	**.44**	.07	.26	**.42**	.07	.32-.51	**.44**	.07
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	209	4	.47	.08	**.72**	.00	.62-.82	.72-.72	**.76**	.00	.47	**.72**	.00	.62-.82	**.76**	.00
Complexity: Low	177	4	.44	.16	**.67**	.00	.45-.85	.67-.67	**.71**	.00	.44	**.67**	.00	.45-.85	**.71**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	1,880	23	.26	.15	**.41**	.07	.32-.51	.33-.50	**.44**	.07	.26	**.41**	.07	.32-.51	**.44**	.07
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	257	5	.37	.15	**.57**	.00	.38-.75	.57-.57	**.61**	.00	.37	**.57**	.00	.38-.75	**.61**	.00
Clerical Job: Yes	1,623	18	.24	.15	**.40**	.09	.29-.50	.29-.51	**.42**	.09	.24	**.40**	.09	.29-.50	**.43**	.09
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	209	4	.47	.08	**.72**	.00	.62-.82	.72-.72	**.76**	.00	.47	**.72**	.00	.62-.82	**.76**	.00
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	209	4	.47	.08	**.72**	.00	.62-.82	.72-.72	**.76**	.00	.47	**.72**	.00	.62-.82	**.76**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	168	2	.44	.06	**.68**	.00	.58-.78	.68-.68	**.72**	.00	.44	**.68**	.00	.58-.78	**.72**	.00
Clerical Job: Yes	41	2	.59	.03	**.86**	.00	.81-.91	.86-.86	**.91**	.00	.59	**.86**	.00	.81-.91	**.91**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	177	4	.44	.16	**.67**	.00	.45-.85	.67-.67	**.71**	.00	.44	**.67**	.00	.45-.85	**.71**	.00
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	177	4	.44	.16	**.67**	.00	.45-.85	.67-.67	**.71**	.00	.44	**.67**	.00	.45-.85	**.71**	.00
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	177	4	.44	.16	**.67**	.00	.45-.85	.67-.67	**.71**	.00	.44	**.67**	.00	.45-.85	**.71**	.00
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall Performance Measure Type Unclear																
All	624	6	.28	.15	**.44**	.10	.25-.61	.31-.56	**.46**	.10	.28	**.45**	.08	.26-.63	**.48**	.08
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	51	1	.37	--	**.59**	--	.22-.88	-----	**.63**	--	.37	**.59**	--	.22-.88	**.63**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	624	6	.28	.15	**.44**	.10	.25-.61	.31-.56	**.46**	.10	.28	**.44**	.10	.25-.61	**.46**	.10
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	624	6	.28	.15	**.45**	.11	.25-.63	.31-.59	**.48**	.11	.28	**.46**	.09	.27-.64	**.49**	.10
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Hierarchical Moderator Analysis																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	51	1	.37	--	**.59**	--	.22-.88	-----	**.63**	--	.37	**.59**	--	.22-.88	**.63**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	51	1	.37	--	**.59**	--	.22-.88	-----	**.63**	--	.37	**.59**	--	.22-.88	**.63**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	51	1	.37	--	**.59**	--	.22-.88	-----	**.63**	--	.37	**.59**	--	.22-.88	**.63**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Peer Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Peer Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Other (non-peer/supervisor) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Composite Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Mixed (peer/supervisor/other) Ratings---Overall Performance Measure Type Unclear																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Rater Unclear---All Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--
Subjective--Rater Unclear---Direct Overall Performance Measures																
All	--	--	--	--	**--**	--	--	--	**--**	--	--	**--**	--	--	**--**	--

Table A212

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and CWB

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Miscellaneous Organizational Records																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-I Measures---Overall CWB-I																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--CWB-O Measures---Overall CWB-O																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O Measures----CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Dependability/Trustworthiness (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Integrity (reverse-scored)																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Undifferentiated CWB Measures----Lack of Maturity/Childish Behavior																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All CWB Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Undifferentiated CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Committed Firable Offense																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-I Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-I (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All CWB-O Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Overall) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Approach) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---CWB-O (Drugs/Alcohol) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A213

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and OCB

Criterion	N	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All OCB Measures																
All	55	1	.29	--	**.46**	--	.08-.79	-----	**.49**	--	.29	**.46**	--	.08-.79	**.49**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	55	1	.29	--	**.48**	--	.08-.80	-----	**.50**	--	.29	**.48**	--	.08-.80	**.50**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	55	1	.29	--	**.46**	--	.08-.79	-----	**.49**	--	.29	**.46**	--	.08-.79	**.49**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	55	1	.29	--	**.48**	--	.08-.80	-----	**.50**	--	.29	**.48**	--	.08-.80	**.50**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---Overall/Composite OCB Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures																

All	55	1	.29	--	**.46**	--	.08-.79	-----	**.49**	--	.29	**.46**	--	.08-.79	**.49**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	55	1	.29	--	**.48**	--	.08-.80	-----	**.50**	--	.29	**.48**	--	.08-.80	**.50**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	55	1	.29	--	**.46**	--	.08-.79	-----	**.49**	--	.29	**.46**	--	.08-.79	**.49**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	55	1	.29	--	**.48**	--	.08-.80	-----	**.50**	--	.29	**.48**	--	.08-.80	**.50**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Self-Development																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative																
All	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Subjective--Supervisor Ratings---OCB-P (Proactive) Measures----Strategic Initiative/Persistence Composite																
All	55	1	.29	--	**.46**	--	.08-.79	-----	**.49**	--	.29	**.46**	--	.08-.79	**.49**	--
Simple Moderator Analyses																
Complexity: High	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Complexity: Medium	55	1	.29	--	**.48**	--	.08-.80	-----	**.50**	--	.29	**.48**	--	.08-.80	**.50**	--
Complexity: Low	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: USES	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Military	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Sample Type: Civilian	55	1	.29	--	**.46**	--	.08-.79	-----	**.49**	--	.29	**.46**	--	.08-.79	**.49**	--
Age: Below 40	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Age: 40 and above	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: No	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Clerical Job: Yes	55	1	.29	--	**.48**	--	.08-.80	-----	**.50**	--	.29	**.48**	--	.08-.80	**.50**	--
Context: Research	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--
Context: Admin.	--	--	--	--	**--**	--	-----	-----	**--**	--	--	**--**	--	-----	**--**	--

Subjective--Peer Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Peer Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All OCB Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Interpersonal Facilitation/Human Relations																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-I (Individually-Directed) Measures----Leading/Initiating Structure																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Administration																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Decision Making/Problem Solving																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----External Representation																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Goal Setting/Coordination																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-O (Organizationally-Directed) Measures----Monitoring Unit Effectiveness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---OCB-P (Proactive) Measures----Persistence/Effort																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A214

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Performance Outcomes

			Sample Size Weighted								Winsorized Weights					
Criterion	*N*	k	$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	$SD_{\rho T}$
Objective--All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Overall Performance" Performance Outcomes Measures---Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Unit Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Non-Sales Revenue Produced																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Counts of Task Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"Task Performance" Performance Outcomes Measures----Dismissed for Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Formal Discipline, Complaints, & Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Composite/Overall CWB Measures---Involuntary Turnover																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate OCB																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Unauthorized Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--"OCB" Performance Outcomes Measures----Subordinate Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Overall Performance" Performance Outcomes Measures																

All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"Task Performance" Performance Outcomes Measures----Goal Achievement																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---"OCB" Performance Outcomes Measures----Other Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---"OCB" Performance Outcomes Measures----Leadership Outcomes																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Overall Performance" Performance Outcomes Measures----Commendations and Awards																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---"Task Performance" Performance Outcomes Measures----Sales Performance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Composite/Overall CWB Measures----Formal Discipline, Complaints, Reprimands																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A215

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Accidents

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Accidents																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Culpable----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Frequency																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Accidents---Undifferentiated----Cost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A216

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Potential

Criterion	*N*	k	Sample Size Weighted $\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	Winsorized Weights $\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Subjective--Supervisor Ratings---All Potential Measures																
All	612	4	.19	.10	**.30**	.00	.14-.45	.30-.30	**.32**	.00	.19	**.30**	.00	.14-.45	**.32**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	612	4	.19	.10	**.30**	.00	.14-.45	.30-.30	**.32**	.00	.19	**.30**	.00	.14-.45	**.32**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	612	4	.19	.10	**.31**	.00	.15-.46	.31-.31	**.33**	.00	.19	**.31**	.00	.15-.47	**.33**	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Promotability Potential Measures																
All	314	2	.27	.05	**.42**	.00	.33-.52	.42-.42	**.45**	.00	.27	**.43**	.00	.33-.52	**.45**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	314	2	.27	.05	**.42**	.00	.33-.52	.42-.42	**.45**	.00	.27	**.42**	.00	.33-.52	**.45**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	314	2	.27	.05	**.44**	.00	.34-.53	.44-.44	**.46**	.00	.27	**.44**	.00	.34-.54	**.46**	.00

Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Performance Asymptote Potential Measures																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Undifferentiated Potential Measures																
All	298	2	.10	.04	**.17**	.00	.08-.25	.17-.17	**.18**	.00	.10	**.17**	.00	.08-.26	**.18**	.00
Simple Moderator Analyses																
Complexity: High	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Medium	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Complexity: Low	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: USES	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Military	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Sample Type: Civilian	298	2	.10	.04	**.17**	.00	.08-.25	.17-.17	**.18**	.00	.10	**.17**	.00	.08-.25	**.18**	.00
Age: Below 40	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Age: 40 and above	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: No	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Clerical Job: Yes	298	2	.10	.04	**.17**	.00	.08-.26	.17-.17	**.18**	.00	.10	**.18**	.00	.08-.27	**.19**	.00
Context: Research	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Context: Admin.	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

Table A217

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Absences/Tardiness

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Excused Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Times																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Non-Excused Absences---Number of Hours Lost																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Undifferentiated Absences---Number of Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Absence Measures																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----False Excuses to Miss Work																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---All Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Self Ratings---Undifferentiated Tardiness																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---All Absences																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Subjective--Supervisor Ratings---Absences----Miscellaneous Absences/Attendance																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A218

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Attrition

			Sample Size Weighted								Winsorized Weights					
Criterion	***N***	**k**	$\bar{r}$	SD_r	ρ	SD_ρ	**95% CI**	**80% CV**	ρ_T	$SD_{\rho T}$	$\bar{r}$	ρ	SD_ρ	**95% CI**	ρ_T	$SD_{\rho T}$
Objective--All Attrition																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Objective--Attrition---Undifferentiated																
All	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Table A219

Predictive Validity for Compound---Acquired Knowledge--Verbal Ability---Comprehension Knowledge----Lexical Knowledge & Processing Speed and Miscellaneous Other

Criterion	*N*	k	Sample Size Weighted								Winsorized Weights					
			$\bar{r}$	SD_r	ρ	SD_ρ	95% CI	80% CV	ρ_T	SD_{ρ_T}	$\bar{r}$	ρ	SD_ρ	95% CI	ρ_T	SD_{ρ_T}
Objective--Miscellaneous Other---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Creativity----Quality/Quantity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Supervisor Ratings---Adaptability																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Military Bearing/Physical Conditioning																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--
Subjective--Mixed (peer/supervisor/other) Ratings---Creativity																
All	--	--	--	--	--	--	-----	-----	--	--	--	--	--	-----	--	--

APPENDIX II:

DOCUMENTS CODED FOR INTER-CORRELATION META-ANALYSES

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APPENDIX III:

DOCUMENTS CODED FOR PREDICTIVE VALIDITY META-ANALYSES

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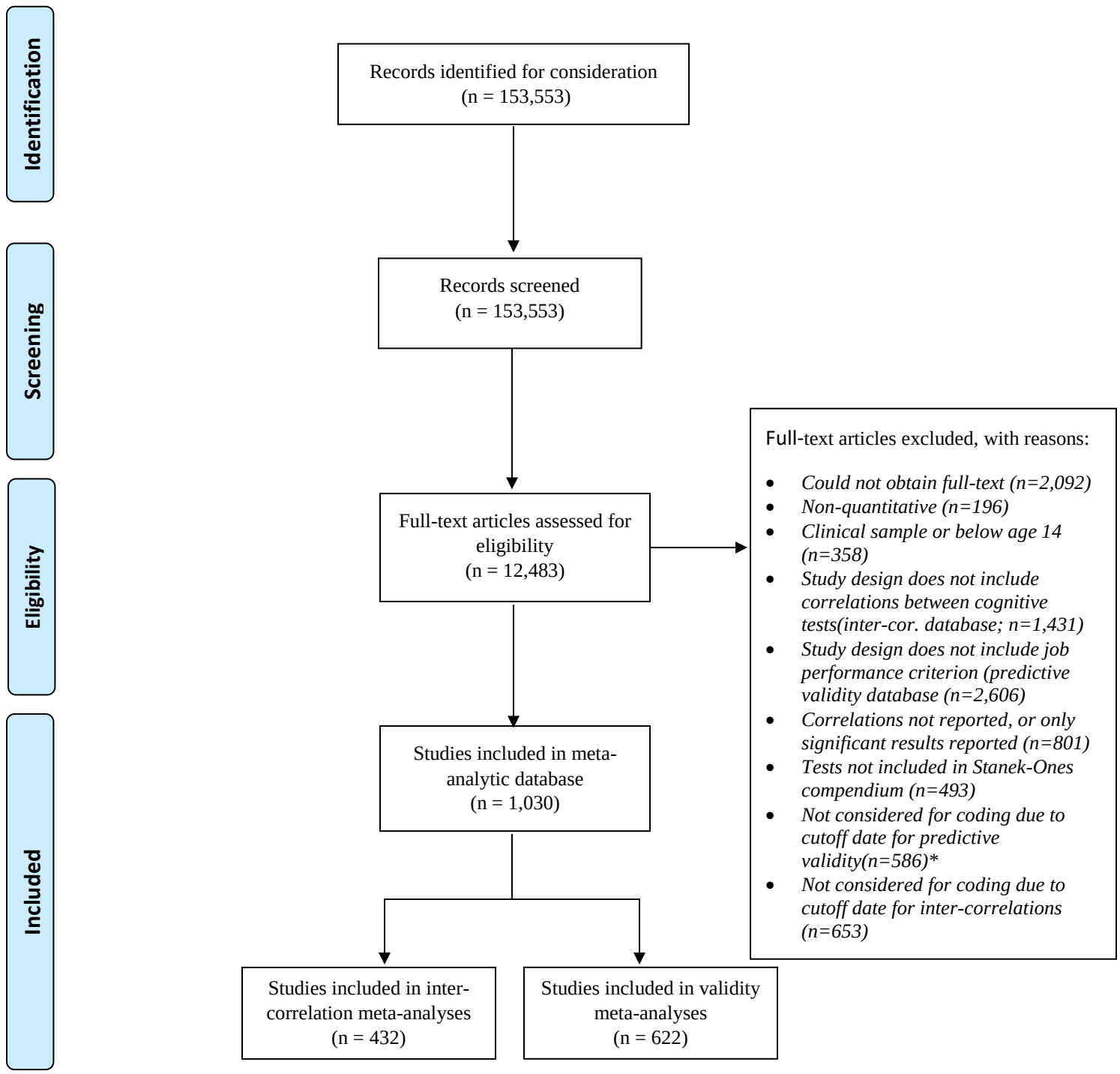
APPENDIX IV:

ADDITIONAL SUPPORTING DOCUMENTATION

Table A220

PRISMA Flow Diagram



*These studies were not coded for any other possible reasons for omission (e.g., some unread studies may have been qualitative in nature). Based on a final yield of 1,030 included studies out of 11,244 read studies, roughly 10% of each group of unread studies would have contributed data if coded.

**These are primarily studies omitted for reasons in list above, but where reason was not captured during coding

Table A221

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains—Formatted for Easier Visualization

	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.
1. Induction (Gf)	.....	.68	.73	.46	.64	.35	.58	.50	.39	.41	.45	.51	.56	.69	.43	.56	.17	.65
2. General Sequential Reasoning (Gf)	.68	.....	.58	.44	.53	--	.51	.48	--	.37	.45	.49	.49	.52	.29	.61	.21	.57
3. Quantitative Reasoning (Gf)	.73	.58	.....	.33	.58	--	.40	.40	.23	--	.44	.59	.65	.52	.29	.43	.29	.61
4. Memory Span (Gsm)	.46	.44	.33	.....	.58	.50	.36	.25	.96	.20	.29	.58	.61	.44	.35	.42	.29	.28
5. Working Memory Capacity (Gsm)	.64	.53	.58	.58	.....	--	.44	.44	--	--	--	--	.54	--	.38	--	--	.53
6. Meaningful Memory (Gsm)	.35	--	--	.50	--	.....	--	--	--	--	--	--	--	.37	--	--	--	.22
7. Associative Memory (Glr—LE)	.58	.51	.40	.36	.44	--	.....	.50	--	.37	.31	.51	.38	.32	.29	.47	.17	.49
8. Meaningful Memory (Glr—LE)	.50	.48	.40	.25	.44	--	.50	.....	--	.47	.42	--	--	.38	.26	.56	--	.35
9. Free Recall Memory (Glr—LE)	.39	--	.23	.96	--	--	--	--	.....	--	--	.31	--	--	--	.40	--	.13
10. Long Term Visual Memory (Glr—LE)	.41	.37	--	.20	--	--	.37	.47	--	.....	.36	--	--	--	--	.46	--	.34
11. Ideational Fluency (Glr—RF)	.45	.45	.44	.29	--	--	.31	.42	--	.36	.....	.66	.63	.55	.42	.64	.42	.40
12. Associational Fluency (Glr—RF)	.51	.49	.59	.58	--	--	.51	--	.31	--	.66	.....	.80	--	.50	.82	.37	.43
13. Expressional Fluency (Glr—RF)	.56	.49	.65	.61	.54	--	.38	--	--	--	.63	.80	.....	--	.39	.75	.38	.53
14. Originality/Creativity (Glr—RF)	.69	.52	.52	.44	--	.37	.32	.38	--	--	.55	--	--	.....	--	.54	--	.55
15. Naming Facility (Glr—RF)	.43	.29	.29	.35	.38	--	.29	.26	--	--	.42	.50	.39	--	.....	.33	.23	.28
16. Word Fluency (Glr—RF)	.56	.61	.43	.42	--	--	.47	.56	.40	.45	.64	.82	.75	.54	.33	.....	.39	.33
17. Figural Fluency (Glr—RF)	.17	.21	.29	.29	--	--	.17	--	--	--	.42	.37	.38	--	.23	.39	.....	.21
18. Visualization (Gv)	.65	.57	.61	.28	.53	.22	.49	.35	.13	.34	.40	.43	.53	.55	.28	.33	.21	.....
19. Speeded Rotation (Gv)	--	--	--	.17	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20. Closure Speed (Gv)	.61	.59	.72	.35	.67	--	.39	.45	--	.38	.44	.42	.41	.48	.35	.58	.13	.62
21.Flexibility of Closure (Gv)	.45	.25	.45	.31	--	--	.31	.33	--	.26	.33	.42	.61	.12	.21	.42	.23	.61
22. Spatial Scanning (Gv)	.57	.52	.62	.27	--	--	.39	.44	--	.38	.41	.45	.51	.70	.43	.46	.22	.60
23. Imagery (Gv)	.78	--	.75	--	--	--	--	--	--	--	--	--	--	--	--	.70	--	.70
24. Visual Memory (Gv)	.44	.47	.22	.32	.40	--	.41	.38	--	.75	.42	.54	.52	--	.39	.49	.08	.51
25. Phonetic Coding (Ga)	.60	.49	.43	.53	.51	--	.49	.37	--	--	--	--	--	--	.33	--	--	.51
26. Memory for Sound Patterns (Ga)	.64	.53	.67	--	--	--	--	--	--	--	--	--	--	--	.42	--	--	.50
27. Maintaining/Judging Rhythm (Ga)	.57	--	--	.47	--	--	--	--	--	--	.41	--	--	--	--	--	--	.47
28. Absolute Pitch (Ga)	.57	.49	.43	--	--	--	--	--	--	--	--	--	--	--	.37	--	--	.55
29. Scanning (Gs—PS)	.32	.57	.63	.18	.58	.20	.45	.48	.30	.38	.50	.52	.60	.22	.50	.44	.22	.30
30. Pattern Recognition (Gs—PS)	.51	.64	.49	.28	--	--	.36	.35	--	--	.28	--	--	--	.55	--	--	.63
31. Reading Speed (Gs)	.58	.49	.44	.49	.52	--	.43	.41	--	--	--	--	--	--	.57	--	--	.40
32. Number Facility (Gs)	.46	.46	.68	.33	.48	.28	.33	.41	.19	.42	.45	.50	.58	.36	.55	.49	.37	.29
33. Choice Reaction Time (Gt)	.54	--	.50	.13	--	--	--	--	.40	--	--	.36	--	--	--	--	--	.30
34. Semantic Processing Speed (Gt)	.49	.42	.32	.28	.40	--	.39	.32	--	--	--	--	--	--	.48	--	--	.44
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Con't.	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.
36. Mathematics Knowledge (Gq)	.69	.54	.86	.47	.73	.29	.51	.48	--	--	.43	.64	.70	.68	.54	.62	.29	.53
37. Mathematics Achievement (Gq)	.72	--	--	.48	--	.33	--	--	--	--	.30	--	.52	.68	--	--	--	.52
38. Reading Comprehension (Grw)	.76	.55	.77	.56	.54	.43	.47	.44	--	--	.49	.73	.72	.79	.38	.68	.30	.48
39. Reading Decoding (Grw)	.55	.45	.56	.49	.48	--	.39	.38	--	--	--	--	--	--	.33	--	--	.48
40. Reading Speed (Grw)	.71	--	.57	.08	--	--	--	--	--	--	--	--	--	--	.59	.56	--	.72
41. Native Language Usage (Grw)	.63	.56	.70	.52	.60	.40	.34	.51	--	--	--	--	--	.56	.28	--	--	.37
42. Writing Ability (Grw)	.55	.49	.56	.42	.44	--	.39	.40	--	--	--	--	--	--	.30	--	--	.45
43. Spelling Ability (Grw)	.52	.59	.71	.58	.64	.37	.48	.51	--	--	--	--	--	.50	.34	--	--	.22
44. General Verbal information (Gc)	.68	.56	.56	.47	.54	.34	.46	.58	--	.40	.56	.41	--	.75	.33	.65	--	.49
45. Language Development (Gc)	.57	.60	.60	.49	.56	.30	.42	.60	--	.39	.48	--	--	.61	--	.53	--	.37
46. Lexical Knowledge (Gc)	.73	.58	.75	.53	.56	.38	.45	.53	.40	.45	.54	.73	.77	.80	.48	.65	.26	.50
47. Communication Ability (Gc)	.65	--	--	.53	--	.43	--	--	--	--	--	--	--	.60	--	--	--	.36
48. Listening Ability (Gc)	.65	.54	.50	.48	.53	--	.46	.54	--	--	--	--	--	--	.39	--	--	.50
49. Artistic Knowledge (Gkn—A&H)	.62	--	--	.53	--	.34	--	--	--	--	--	--	--	.68	--	--	--	.37
50. Culinary Knowledge (Gkn—A&H)	.50	--	--	.43	--	.23	--	--	--	--	--	--	--	.60	--	--	--	.26
51. Literature Knowledge (Gkn—A&H)	.66	--	--	.53	--	.33	--	--	--	--	--	--	--	.73	--	.67	--	.41
52. Humanities Knowledge (Gkn—A&H)	.68	.66	.73	.65	.69	--	.46	--	--	--	--	--	--	--	.43	--	--	.64
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
54. Business Knowledge (Gkn)	.63	--	--	.46	--	.34	--	--	--	--	--	--	--	.74	--	--	--	.42
55. Conventional Knowledge (Gkn)	.52	--	--	.48	--	.37	--	--	--	--	--	--	--	.55	--	--	--	.30
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	.68	--	--	.43	--	.26	--	--	--	--	--	--	--	.71	--	--	--	.55
58. Occupational Knowledge (Gkn)	--	1.00	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	.43
60. Realistic Knowledge (Gkn)	.55	--	--	.34	--	.25	--	--	--	--	--	--	--	.64	--	--	--	.46
61. Realistic Knowledge (Applied) (Gkn)	.42	--	--	.18	--	.16	--	--	--	--	--	--	--	.59	--	--	--	.44
62. General Science Knowledge (Gkn—S)	.76	.58	.77	.50	.70	--	.43	--	--	--	.46	.73	.83	--	.41	.77	.33	.62
63. Life Sciences Knowledge (Gkn—S)	.65	--	.66	.45	--	.34	--	--	--	--	--	--	--	.76	--	.54	--	.51
64. Life Sciences Knowledge (Applied) (Gkn—S)	.63	--	--	.52	--	.38	--	--	--	--	--	--	--	.69	--	--	--	.37
65. Mechanical Knowledge (Gkn—S)	.65	.49	.77	.28	.77	.24	.41	.54	--	--	.42	.66	.67	.72	.20	.56	.27	.63
66. Natural Sciences Knowledge (Gkn—S)	.52	--	--	.40	--	--	--	--	--	--	.03	--	--	--	--	--	--	.52
67. Phys. Science Knowledge (Gkn—S)	.66	--	--	.41	--	.28	--	--	--	--	--	--	--	.71	--	--	--	.53
68. Phys. Science Knowledge (Applied) (Gkn—S)	.57	.36	.63	.26	.61	.19	.21	--	--	--	.41	.54	.60	.74	.19	.57	.31	.55
69. Social Studies Knowledge (Gkn)	.65	.60	.64	.47	.51	.30	.30	--	--	--	.07	--	--	.69	.35	.40	--	.45
70. Social Studies Knowledge (Applied) (Gkn)	.66	--	--	.45	--	.27	--	--	--	--	--	--	--	.76	--	--	--	.47

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc =

verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Gray coefficients are those with N<2000, or N<500 & k<3.

Table A221

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	19.	20.	21.	22.	23.	24.	25.	26.	27.	28.	29.	30.	31.	32.	33.	34.	35.	36.
1. Induction (Gf)	--	.61	.45	.57	.78	.44	.60	.64	.57	.57	.32	.51	.58	.46	.54	.49	--	.69
2. General Sequential Reasoning (Gf)	--	.59	.25	.52	--	.47	.49	.53	--	.49	.57	.64	.49	.46	--	.42	--	.54
3. Quantitative Reasoning (Gf)	--	.72	.45	.62	.75	.22	.43	.67	--	.43	.63	.49	.44	.68	.50	.32	--	.86
4. Memory Span (Gsm)	.17	.35	.31	.27	--	.32	.53	--	.47	--	.18	.28	.49	.33	.13	.28	--	.47
5. Working Memory Capacity (Gsm)	--	.67	--	--	--	.40	.51	--	--	--	.58	--	.52	.48	--	.40	--	.73
6. Meaningful Memory (Gsm)	--	--	--	--	--	--	--	--	--	--	.20	--	--	.28	--	--	--	.29
7. Associative Memory (Glr—LE)	--	.39	.31	.39	--	.41	.49	--	--	--	.45	.36	.43	.33	--	.39	--	.51
8. Meaningful Memory (Glr—LE)	--	.45	.33	.44	--	.38	.37	--	--	--	.48	.35	.41	.41	--	.32	--	.48
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--	--	--	--	--	.30	--	--	.19	.40	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	.38	.26	.38	--	.75	--	--	--	--	.38	--	--	.42	--	--	--	--
11. Ideational Fluency (Glr—RF)	--	.44	.33	.41	--	.42	--	--	.41	--	.50	.28	--	.45	--	--	--	.43
12. Associational Fluency (Glr—RF)	--	.42	.42	.45	--	.54	--	--	--	--	.52	--	--	.50	.36	--	--	.64
13. Expressional Fluency (Glr—RF)	--	.41	.61	.51	--	.52	--	--	--	--	.60	--	--	.58	--	--	--	.70
14. Originality/Creativity (Glr—RF)	--	.48	.12	.70	--	--	--	--	--	--	.22	--	--	.36	--	--	--	.68
15. Naming Facility (Glr—RF)	--	.35	.21	.43	--	.39	.33	.42	--	.37	.50	.55	.57	.55	--	.48	--	.54
16. Word Fluency (Glr—RF)	--	.58	.42	.46	.70	.49	--	--	--	--	.44	--	--	.49	--	--	--	.62
17. Figural Fluency (Glr—RF)	--	.13	.23	.22	--	.08	--	--	--	--	.22	--	--	.37	--	--	--	.29
18. Visualization (Gv)	--	.62	.61	.60	.70	.51	.51	.50	.47	.55	.30	.63	.40	.29	.30	.44	--	.53
19. Speeded Rotation (Gv)	.....	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20. Closure Speed (Gv)	--	.....	.35	.51	--	.52	.25	.49	--	.37	.57	.55	--	.43	--	--	--	.69
21.Flexibility of Closure (Gv)	--	.35	.....	.43	--	.30	--	.38	--	.19	.36	.26	--	.30	--	--	--	.46
22. Spatial Scanning (Gv)	--	.51	.43	.....	--	.50	--	--	--	--	.65	.73	--	.59	--	--	--	.50
23. Imagery (Gv)	--	--	--	--	.....	--	--	--	--	--	.52	--	--	.50	.62	--	--	.64
24. Visual Memory (Gv)	--	.52	.30	.50	--	.....	.34	--	--	--	.58	--	.38	.30	--	.41	--	.66
25. Phonetic Coding (Ga)	--	.25	--	--	--	.34	.....	--	--	--	--	--	.47	.36	--	.38	--	--
26. Memory for Sound Patterns (Ga)	--	.49	.38	--	--	--	--	.....	.45	.76	.66	.63	--	.61	--	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	--	--	.45	.....	.65	--	--	--	.54	--	--	--	--
28. Absolute Pitch (Ga)	--	.47	.19	--	--	--	--	.76	.65	.....	--	--	--	.61	--	--	--	--
29. Scanning (Gs—PS)	--	.57	.36	.65	.52	.58	--	.66	--	--	.....	.76	--	.37	.60	--	--	.22
30. Pattern Recognition (Gs—PS)	--	.55	.26	.73	--	--	--	.63	--	--	.76	.....	--	.52	--	--	--	.58
31. Reading Speed (Gs)	--	--	--	--	--	.38	.47	--	--	--	--	--	.....	.68	--	.57	--	--
32. Number Facility (Gs)	--	.43	.30	.59	.50	.30	.36	.61	.54	.61	.37	.52	.68	.....	--	.46	--	.74
33. Choice Reaction Time (Gt)	--	--	--	--	.62	--	--	--	--	--	.60	--	--	--	.....	--	--	.42
34. Semantic Processing Speed (Gt)	--	--	--	--	--	.41	.38	--	--	--	--	--	.57	.46	--	.....	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	.....	--

Con't.	19.	20.	21.	22.	23.	24.	25.	26.	27.	28.	29.	30.	31.	32.	33.	34.	35.	36.
36. Mathematics Knowledge (Gq)	--	.69	.46	.50	.64	.66	--	--	--	--	.22	.58	--	.74	.42	--	--	.....
37. Mathematics Achievement (Gq)	--	--	--	--	--	--	--	--	--	--	.19	--	--	.46	--	--	--	.91
38. Reading Comprehension (Grw)	--	.68	.38	.44	.84	.33	.60	--	--	--	.29	.68	.58	.62	--	.39	--	.72
39. Reading Decoding (Grw)	--	.33	--	--	--	.33	.56	--	--	--	--	--	.59	.50	--	.32	--	--
40. Reading Speed (Grw)	--	--	--	--	.66	--	--	--	--	--	.66	.51	--	.78	--	--	--	--
41. Native Language Usage (Grw)	--	.48	.43	--	--	.20	.57	--	--	--	.25	.31	.64	.47	--	.39	--	.61
42. Writing Ability (Grw)	--	.21	--	--	--	.36	.51	--	--	--	.77	.68	.61	.48	--	.42	--	--
43. Spelling Ability (Grw)	--	.31	.29	--	--	.35	.64	--	--	--	.27	.15	.83	.53	--	.44	--	.56
44. General Verbal information (Gc)	--	.55	.21	.48	.71	.35	.56	.50	--	--	.24	.36	.64	.43	--	.42	--	.79
45. Language Development (Gc)	--	.55	.38	.49	--	.48	--	.08	.08	--	.31	.56	--	.38	--	--	--	.55
46. Lexical Knowledge (Gc)	--	.65	.29	.54	.71	.37	.56	.46	.51	.51	.29	.50	.57	.57	.47	.40	--	.71
47. Communication Ability (Gc)	--	--	--	--	--	--	--	--	--	--	.27	--	--	.51	--	--	--	.59
48. Listening Ability (Gc)	--	--	--	--	--	.44	.56	--	--	--	--	--	.60	.41	--	.38	--	--
49. Artistic Knowledge (Gkn—A&H)	--	--	--	--	--	--	--	--	--	--	.22	--	--	.39	--	--	--	.66
50. Culinary Knowledge (Gkn—A&H)	--	--	--	--	--	--	--	--	--	--	.17	--	--	.30	--	--	--	.58
51. Literature Knowledge (Gkn—A&H)	--	--	--	--	--	--	--	--	--	--	.20	--	--	.39	--	--	--	.81
52. Humanities Knowledge (Gkn—A&H)	--	--	--	--	--	.31	.71	--	--	--	--	--	--	.57	--	--	--	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
54. Business Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	.23	--	--	.43	--	--	--	.72
55. Conventional Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	.23	--	--	.39	--	--	--	.49
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	.26	--	--	.41	--	--	--	.85
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	.16	--	--	.35	--	--	--	.67
61. Realistic Knowledge (Applied) (Gkn)	--	--	--	.56	--	--	--	--	--	--	.11	--	--	.21	--	--	--	.54
62. General Science Knowledge (Gkn—S)	--	.66	.45	.50	--	.29	.61	.57	--	.53	.55	.50	--	.52	--	--	--	.73
63. Life Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--	--	--	--	.13	.47	--	.33	--	--	--	.81
64. Life Sciences Knowledge (Applied) (Gkn—S)	--	--	--	--	--	--	--	--	--	--	.26	--	--	.46	--	--	--	.66
65. Mechanical Knowledge (Gkn—S)	--	.75	.53	.75	.82	.81	--	.47	.47	.53	.20	.36	--	.41	.40	--	.32	.66
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--	--	--	--	.29	.36	--	--	--	--	.07	--
67. Phys. Science Knowledge (Gkn—S)	--	--	--	--	--	--	--	--	--	--	.14	--	--	.33	--	--	--	.89
68. Phys. Science Knowledge (Applied) (Gkn—S)	--	.59	.37	.61	--	.67	--	.43	--	--	.18	.46	--	.40	--	--	--	.54
69. Social Studies Knowledge (Gkn)	--	--	--	--	--	.22	.48	--	--	--	.19	.21	--	.41	--	--	.16	.80
70. Social Studies Knowledge (Applied) (Gkn)	--	--	--	--	--	--	--	--	--	--	.18	--	--	.35	--	--	--	.79

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc =

verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Gray coefficients are those with N<2000, or N<500 & k<3.

Table A221

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	37.	38.	39.	40.	41.	42.	43.	44.	45.	46.	47.	48.	49.	50.	51.	52.	53.	54.
1. Induction (Gf)	.72	.76	.55	.71	.63	.55	.52	.68	.57	.73	.65	.65	.62	.50	.66	.68	--	.63
2. General Sequential Reasoning (Gf)	--	.55	.45	--	.56	.49	.59	.56	.60	.58	--	.54	--	--	--	.66	--	--
3. Quantitative Reasoning (Gf)	--	.77	.56	.57	.70	.56	.71	.56	.60	.75	--	.50	--	--	--	.73	--	--
4. Memory Span (Gsm)	.48	.56	.49	.08	.52	.42	.58	.47	.49	.53	.53	.48	.53	.43	.53	.65	--	.46
5. Working Memory Capacity (Gsm)	--	.54	.48	--	.60	.44	.64	.54	.56	.56	--	.53	--	--	--	.69	--	--
6. Meaningful Memory (Gsm)	.33	.43	--	--	.40	--	.37	.34	.30	.38	.43	--	.34	.23	.33	--	--	.34
7. Associative Memory (Glr—LE)	--	.47	.39	--	.34	.39	.48	.46	.42	.45	--	.46	--	--	--	.46	--	--
8. Meaningful Memory (Glr—LE)	--	.44	.38	--	.51	.40	.51	.58	.60	.53	--	.54	--	--	--	--	--	--
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--	--	--	--	.40	--	--	--	--	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--	--	.40	.39	.42	--	--	--	--	--	--	--	--
11. Ideational Fluency (Glr—RF)	.30	.49	--	--	--	--	--	.56	.48	.54	--	--	--	--	--	--	--	--
12. Associational Fluency (Glr—RF)	--	.73	--	--	--	--	--	.41	--	.73	--	--	--	--	--	--	--	--
13. Expressional Fluency (Glr—RF)	.52	.72	--	--	--	--	--	--	--	.77	--	--	--	--	--	--	--	--
14. Originality/Creativity (Glr—RF)	.68	.79	--	--	.56	--	.50	.75	.61	.80	.60	--	.68	.60	.73	--	--	.74
15. Naming Facility (Glr—RF)	--	.38	.33	.59	.28	.30	.34	.33	--	.48	--	.39	--	--	--	.43	--	--
16. Word Fluency (Glr—RF)	--	.68	--	.56	--	--	--	.65	.53	.65	--	--	--	--	.67	--	--	--
17. Figural Fluency (Glr—RF)	--	.30	--	--	--	--	--	--	--	.26	--	--	--	--	--	--	--	--
18. Visualization (Gv)	.52	.48	.48	.72	.37	.45	.22	.49	.37	.50	.36	.50	.37	.26	.41	.64	--	.42
19. Speeded Rotation (Gv)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20. Closure Speed (Gv)	--	.68	.33	--	.48	.21	.31	.55	.55	.65	--	--	--	--	--	--	--	--
21.Flexibility of Closure (Gv)	--	.38	--	--	.45	--	.29	.21	.38	.29	--	--	--	--	--	--	--	--
22. Spatial Scanning (Gv)	--	.44	--	--	--	--	--	.48	.49	.54	--	--	--	--	--	--	--	--
23. Imagery (Gv)	--	.84	--	.66	--	--	--	.71	--	.71	--	--	--	--	--	--	--	--
24. Visual Memory (Gv)	--	.33	.33	--	.20	.36	.35	.35	.48	.37	--	.44	--	--	--	.31	--	--
25. Phonetic Coding (Ga)	--	.60	.56	--	.57	.51	.64	.56	--	.56	--	.56	--	--	--	.71	--	--
26. Memory for Sound Patterns (Ga)	--	--	--	--	--	--	--	.50	.08	.46	--	--	--	--	--	--	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	--	--	--	.08	.51	--	--	--	--	--	--	--	--
28. Absolute Pitch (Ga)	--	--	--	--	--	--	--	--	--	.51	--	--	--	--	--	--	--	--
29. Scanning (Gs—PS)	.19	.29	--	.66	.25	.77	.27	.24	.31	.29	.27	--	.22	.17	.20	--	--	.23
30. Pattern Recognition (Gs—PS)	--	.68	--	.51	.31	.68	.15	.36	.56	.50	--	--	--	--	--	--	--	--
31. Reading Speed (Gs)	--	.58	.59	--	.64	.61	.83	.64	--	.57	--	.60	--	--	--	--	--	--
32. Number Facility (Gs)	.46	.62	.50	.78	.47	.48	.53	.43	.38	.57	.51	.41	.39	.30	.39	.57	--	.43
33. Choice Reaction Time (Gt)	--	--	--	--	--	--	--	--	--	.37	--	--	--	--	--	--	--	--
34. Semantic Processing Speed (Gt)	--	.39	.32	--	.39	.42	.44	.42	--	.40	--	.38	--	--	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Con't.	37.	38.	39.	40.	41.	42.	43.	44.	45.	46.	47.	48.	49.	50.	51.	52.	53.	54.
36. Mathematics Knowledge (Gq)	.91	.72	--	--	.61	--	.56	.79	.55	.71	.59	--	.66	.58	.81	--	--	.72
37. Mathematics Achievement (Gq)	.....	.75	--	--	.65	--	.58	.73	.54	.77	.64	--	.62	.53	.73	--	--	.72
38. Reading Comprehension (Grw)	.75	.....	.74	.79	.73	.74	.73	.85	.71	.90	.80	.77	.82	.69	.92	.80	--	.86
39. Reading Decoding (Grw)	--	.74	.....	--	.79	.68	.99	.64	--	.68	--	.64	--	--	--	.74	--	--
40. Reading Speed (Grw)	--	.79	--	.....	--	--	--	.53	--	.70	--	--	--	--	--	--	--	--
41. Native Language Usage (Grw)	.65	.73	.79	--	.....	.67	.77	.63	.61	.69	.83	.74	.64	.53	.66	.95	--	.62
42. Writing Ability (Grw)	--	.74	.68	--	.67	.....	.82	.57	--	.58	--	.56	--	--	--	.55	--	--
43. Spelling Ability (Grw)	.58	.73	.99	--	.77	.82	.....	.59	.76	.68	.88	.80	.69	.59	.67	1.00	--	.60
44. General Verbal information (Gc)	.73	.85	.64	.53	.63	.57	.59	.....	.63	.95	.66	.80	.82	.72	.91	1.00	.50	.91
45. Language Development (Gc)	.54	.71	--	--	.61	--	.76	.63	.....	.71	.65	--	.70	.65	.67	--	--	.62
46. Lexical Knowledge (Gc)	.77	.90	.68	.70	.69	.58	.68	.95	.71	.....	.74	.85	.89	.79	.96	1.00	--	1.00
47. Communication Ability (Gc)	.64	.80	--	--	.83	--	.88	.66	.65	.74	.....	--	.68	.57	.69	--	--	.67
48. Listening Ability (Gc)	--	.77	.64	--	.74	.56	.80	.80	--	.85	--	.....	--	--	--	.98	--	--
49. Artistic Knowledge (Gkn—A&H)	.62	.82	--	--	.64	--	.69	.82	.70	.89	.68	--	.....	.88	.89	--	.76	.85
50. Culinary Knowledge (Gkn—A&H)	.53	.69	--	--	.53	--	.59	.72	.65	.79	.57	--	.88	.....	.80	--	--	.80
51. Literature Knowledge (Gkn—A&H)	.73	.92	--	--	.66	--	.67	.91	.67	.96	.69	--	.89	.80	.....	--	.79	.86
52. Humanities Knowledge (Gkn—A&H)	--	.80	.74	--	.95	.55	1.00	1.00	--	1.00	--	.98	--	--	--	.....	--	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--	--	.50	--	--	--	--	.76	--	.79	--	.....	.86
54. Business Knowledge (Gkn)	.72	.86	--	--	.62	--	.60	.91	.62	1.00	.67	--	.85	.80	.86	--	.86	.....
55. Conventional Knowledge (Gkn)	.51	.71	--	--	.61	--	.65	.69	.57	.70	.65	--	.73	.66	.67	--	--	.71
56. Foreign Language Proficiency (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	.77	.75	--	--	.54	--	.47	.93	.59	.88	.56	--	.74	.68	.87	--	--	.86
58. Occupational Knowledge (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
60. Realistic Knowledge (Gkn)	.63	.68	--	--	.46	--	.40	.79	.46	.78	.48	--	.56	.42	.71	--	--	.69
61. Realistic Knowledge (Applied) (Gkn)	.49	.49	--	--	.27	--	.15	.71	.31	.65	.29	--	.36	.26	.51	--	--	.56
62. General Science Knowledge (Gkn—S)	.74	.81	.75	--	.87	.65	.79	.65	--	.87	--	.96	--	--	--	1.00	--	--
63. Life Sciences Knowledge (Gkn—S)	.73	.83	--	--	.56	--	.46	.89	.53	.93	.58	--	.69	.55	.88	--	.65	.76
64. Life Sciences Knowledge (Applied) (Gkn—S)	.64	.87	--	--	.67	--	.71	.90	.68	.95	.73	--	.85	.75	.84	--	.81	.89
65. Mechanical Knowledge (Gkn—S)	.63	.67	--	.47	.42	--	.26	.76	.45	.71	.44	--	.50	.38	.62	--	--	.67
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	--	--	--	--	.53	.38	.80	--	--	--	--	--	--	--	--
67. Phys. Science Knowledge (Gkn—S)	.78	.75	--	--	.53	--	.43	.84	.50	.86	.53	--	.62	.49	.82	--	.56	.72
68. Phys. Science Knowledge (Applied) (Gkn—S)	.66	.62	--	--	.38	--	.23	.83	.40	.69	.39	--	.53	.41	.70	--	.57	.71
69. Social Studies Knowledge (Gkn)	.74	.86	.67	--	.61	.53	.58	.89	.56	.92	.63	.80	.75	.61	.94	1.00	.23	.85
70. Social Studies Knowledge (Applied) (Gkn)	.71	.87	--	--	.57	--	.55	.94	.64	.97	.60	--	.87	.80	1.00	--	--	.90

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc =

verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Gray coefficients are those with N<2000, or N<500 & k<3.

Table A221

Meta-Analytic Correlation Matrix of Narrow Ability Factor Domains (cont.)

	55.	56.	57.	58.	59.	60.	61.	62.	63.	64.	65.	66.	67.	68.	69.	70.
1. Induction (Gf)	.52	--	.68	--	--	.55	.42	.76	.65	.63	.65	.40	.66	.57	.65	.66
2. General Sequential Reasoning (Gf)	--	--	--	1.00	--	--	--	.58	--	--	.49	--	--	.36	.60	--
3. Quantitative Reasoning (Gf)	--	--	--	--	--	--	--	.77	.66	--	.77	--	--	.63	.64	--
4. Memory Span (Gsm)	.48	--	.43	--	--	.34	.18	.50	.45	.52	.28	.40	.41	.26	.47	.45
5. Working Memory Capacity (Gsm)	--	--	--	--	--	--	--	.70	--	--	.77	--	--	.61	.51	--
6. Meaningful Memory (Gsm)	.37	--	.26	--	--	.25	.16	--	.34	.38	.24	--	.28	.19	.30	.27
7. Associative Memory (Glr—LE)	--	--	--	--	--	--	--	.43	--	--	.41	--	--	.21	.30	--
8. Meaningful Memory (Glr—LE)	--	--	--	--	--	--	--	--	--	--	.54	--	--	--	--	--
9. Free Recall Memory (Glr—LE)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
10. Long Term Visual Memory (Glr—LE)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
11. Ideational Fluency (Glr—RF)	--	--	--	--	--	--	--	.46	--	--	.42	.03	--	.41	.07	--
12. Associational Fluency (Glr—RF)	--	--	--	--	--	--	--	.73	--	--	.66	--	--	.54	--	--
13. Expressional Fluency (Glr—RF)	--	--	--	--	--	--	--	.83	--	--	.67	--	--	.60	--	--
14. Originality/Creativity (Glr—RF)	.55	--	.71	--	--	.64	.59	--	.76	.69	.72	--	.71	.74	.69	.76
15. Naming Facility (Glr—RF)	--	--	--	--	--	--	--	.41	--	--	.20	--	--	.19	.35	--
16. Word Fluency (Glr—RF)	--	--	--	--	--	--	--	.77	.54	--	.56	--	--	.57	.40	--
17. Figural Fluency (Glr—RF)	--	--	--	--	--	--	--	.33	--	--	.27	--	--	.31	--	--
18. Visualization (Gv)	.30	--	.55	--	.43	.46	.44	.62	.51	.37	.63	.52	.53	.55	.45	.47
19. Speeded Rotation (Gv)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20. Closure Speed (Gv)	--	--	--	--	--	--	--	.66	--	--	.75	--	--	.59	--	--
21.Flexibility of Closure (Gv)	--	--	--	--	--	--	--	.45	--	--	.53	--	--	.37	--	--
22. Spatial Scanning (Gv)	--	--	--	--	--	--	.56	.50	--	--	.75	--	--	.61	--	--
23. Imagery (Gv)	--	--	--	--	--	--	--	--	--	--	.82	--	--	--	--	--
24. Visual Memory (Gv)	--	--	--	--	--	--	--	.29	--	--	.81	--	--	.67	.22	--
25. Phonetic Coding (Ga)	--	--	--	--	--	--	--	.61	--	--	--	--	--	--	.48	--
26. Memory for Sound Patterns (Ga)	--	--	--	--	--	--	--	.57	--	--	.47	--	--	.43	--	--
27. Maintaining/Judging Rhythm (Ga)	--	--	--	--	--	--	--	--	--	--	.48	--	--	--	--	--
28. Absolute Pitch (Ga)	--	--	--	--	--	--	--	.53	--	--	.53	--	--	--	--	--
29. Scanning (Gs—PS)	.23	--	.26	--	--	.16	.11	.55	.13	.26	.20	.29	.14	.18	.19	.18
30. Pattern Recognition (Gs—PS)	--	--	--	--	--	--	--	.50	.47	--	.36	.36	--	.46	.21	--
31. Reading Speed (Gs)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
32. Number Facility (Gs)	.39	--	.41	--	--	.35	.21	.52	.33	.46	.41	--	.33	.40	.41	.35
33. Choice Reaction Time (Gt)	--	--	--	--	--	--	--	--	--	--	.40	--	--	--	--	--
34. Semantic Processing Speed (Gt)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
35. Mental Comparison Speed (Gt)	--	--	--	--	--	--	--	--	--	--	.32	.07	--	--	.16	--

Con't.	55.	56.	57.	58.	59.	60.	61.	62.	63.	64.	65.	66.	67.	68.	69.	70.
36. Mathematics Knowledge (Gq)	.49	--	.85	--	--	.67	.54	.73	.81	.66	.66	--	.89	.54	.80	.79
37. Mathematics Achievement (Gq)	.51	--	.77	--	--	.63	.49	.74	.73	.64	.63	--	.78	.66	.74	.71
38. Reading Comprehension (Grw)	.71	--	.75	--	--	.68	.49	.81	.83	.87	.67	--	.75	.62	.86	.87
39. Reading Decoding (Grw)	--	--	--	--	--	--	--	.75	--	--	--	--	--	--	.67	--
40. Reading Speed (Grw)	--	--	--	--	--	--	--	--	--	--	.47	--	--	--	--	--
41. Native Language Usage (Grw)	.61	--	.54	--	--	.46	.27	.87	.56	.67	.42	--	.53	.38	.61	.57
42. Writing Ability (Grw)	--	--	--	--	--	--	--	.65	--	--	--	--	--	--	.53	--
43. Spelling Ability (Grw)	.65	--	.47	--	--	.40	.15	.79	.46	.71	.26	--	.43	.23	.58	.55
44. General Verbal information (Gc)	.69	--	.93	--	--	.79	.71	.65	.89	.90	.76	.53	.84	.83	.89	.94
45. Language Development (Gc)	.57	--	.59	--	--	.46	.31	--	.53	.68	.45	.38	.50	.40	.56	.64
46. Lexical Knowledge (Gc)	.70	--	.88	--	--	.78	.65	.87	.93	.95	.71	.55	.86	.69	.92	.97
47. Communication Ability (Gc)	.65	--	.56	--	--	.48	.29	--	.58	.73	.44	--	.53	.39	.63	.60
48. Listening Ability (Gc)	--	--	--	--	--	--	--	.96	--	--	--	--	--	--	.80	--
49. Artistic Knowledge (Gkn—A&H)	.73	--	.74	--	--	.56	.36	--	.69	.85	.50	--	.62	.53	.75	.87
50. Culinary Knowledge (Gkn—A&H)	.66	--	.68	--	--	.42	.26	--	.55	.75	.38	--	.49	.41	.61	.80
51. Literature Knowledge (Gkn—A&H)	.67	--	.87	--	--	.71	.51	--	.88	.84	.62	--	.82	.70	.94	1.00
52. Humanities Knowledge (Gkn—A&H)	--	--	--	--	--	--	--	1.00	--	--	--	--	--	--	1.00	--
53. Behavioral Content Knowledge (Gkn)	--	--	--	--	--	--	--	--	.65	.81	--	--	.56	.57	.23	--
54. Business Knowledge (Gkn)	.71	--	.86	--	--	.69	.56	--	.76	.89	.67	--	.72	.71	.85	.90
55. Conventional Knowledge (Gkn)	.....	--	.53	--	--	.45	.27	--	.55	.78	.37	--	.46	.33	.59	.57
56. Foreign Language Proficiency (Gkn)	--	.....	--	.72	--	--	--	--	--	--	--	--	--	--	--	--
57. Investigative Knowledge (Gkn)	.53	--	.....	--	--	.77	.75	--	.80	.80	.78	--	.85	.86	.85	.92
58. Occupational Knowledge (Gkn)	--	.72	--	.....	--	--	--	--	--	--	--	.35	--	--	.44	--
59. Occupational Knowledge (Military) (Gkn)	--	--	--	--	.....	--	--	--	--	--	.63	--	--	.62	--	--
60. Realistic Knowledge (Gkn)	.45	--	.77	--	--	.....	.79	--	.86	.65	.78	--	.78	.80	.79	.78
61. Realistic Knowledge (Applied) (Gkn)	.27	--	.75	--	--	.79	.....	--	.80	.53	.84	--	.70	.89	.60	.66
62. General Science Knowledge (Gkn—S)	--	--	--	--	--	--	--	.....	1.00	--	.80	--	--	.76	1.00	--
63. Life Sciences Knowledge (Gkn—S)	.55	--	.80	--	--	.86	.80	1.00	.....	.83	.82	--	1.00	.92	.90	.92
64. Life Sciences Knowledge (Applied) (Gkn—S)	.78	--	.80	--	--	.65	.53	--	.83	.....	.60	--	.71	.63	.80	.83
65. Mechanical Knowledge (Gkn—S)	.37	--	.78	--	.63	.78	.84	.80	.82	.60	.....	.40	.81	.83	.69	.74
66. Natural Sciences Knowledge (Gkn—S)	--	--	--	.35	--	--	--	--	--	--	.40	.....	--	--	.83	--
67. Phys. Science Knowledge (Gkn—S)	.46	--	.85	--	--	.78	.70	--	1.00	.71	.81	--	.....	.96	.87	.87
68. Phys. Science Knowledge (Applied) (Gkn—S)	.33	--	.86	--	.62	.80	.89	.76	.92	.63	.83	--	.96	.....	.77	.85
69. Social Studies Knowledge (Gkn)	.59	--	.85	.44	--	.79	.60	1.00	.90	.80	.69	.83	.87	.77	.....	.98
70. Social Studies Knowledge (Applied) (Gkn)	.57	--	.92	--	--	.78	.66	--	.92	.83	.74	--	.87	.85	.98	.....

Note. Table continues on next page. Entries below the diagonal are meta-analytic mean correlations corrected for range restriction and unreliability, and 95% confidence intervals for these coefficients. Entries above the diagonal are N and k corresponding to meta-analytic mean correlations. Diagonal is denoted by ellipses. Abbreviations are as follows: Gkn = domain-specific knowledge; Gkn—A&H = domain-specific knowledge—arts & humanities; Gkn—S = domain-specific knowledge—science; Gq = quantitative ability; Gc =

verbal ability—general comprehension; Grw = verbal ability—reading and writing; Ga = auditory processing; Gf = fluid ability; Glr = long-term storage and retrieval; Glr—LE = long-tern storage and retrieval—learning efficiency; Glr—RF = long-term storage and retrieval—retrieval fluency; Gsm = short-term memory; Gt = processing speed; Gt—PS = processing speed—perceptual speed; Gt = reaction time and decision speed; Gv = visual processing. Gray coefficients are those with N<2000, or N<500 & k<3.